

SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Baugo Community Schs. U-74-11-2260/Elkhart	Discharge; Assignment (Bacher)	HE Report	HE concludes nonrenewal was not due to association activities. Case dismissed.	74-75/ 348
Baugo Community Schs. U-74-12-2260/Elkhart	Discharge (Borgman; Poyser)	HE Report	Borgman: Unfair causing no assignment of extra curricular assignments; poor marks on evaluation. School committed discrimination; failing and/or refusing to discuss assignment. School placed BEA and ISTA materials in personnel file - unfair. HE orders discuss assignment. Poyser: Unfair committed - failing and refusing to discuss contract renewal, teaching methods, and student discipline. Respondent ordered to cease and desist from discriminating due to protected association activity. Petition does not set out facts to show use of due diligence to discover new evidence. Order denied.	74-75/ 348
	Petition to Reopen Record HE Report review	Order BD Order	Bd orders school to purge personnel file of Borgman; Order School to offer Poyser similar teaching contract; Orders back pay for Poyser; School to meet with union and discuss assignment.	74-75/ 363 74-75/ 364
Baugo Community Schs. U-74-26-2260/Elkhart	Discrimination; Transfer	HE Report	Respondent to allow representation during evaluations	74-75/ 348
Clinton Hanna Noble Schs. U-74-13,23-4940/LaPorte	Refusal to bargain	HE Report	Teachers ordered to cease and desist from interfering with school corporations selection of representatives at bargaining table.	74-75/ 365

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		Chmn Order	Chairman Orders 74-13 dismissed in its entirety. In case U-74-23, violation of Sec. 7(b)(3) dismissed with prejudice; cease and desist coercing, restraining, and interfering with School=s selection of representatives.	74-75/ 379
Concord Community Schs. U-74-10-2270/Elkhart	Discharge	HE Report Chmn Order	Dismissed - Lack of sufficient cause. Chairman adopts recommendations of HE Report.	74-75/ 380 74-75/ 388
Delphi Community Sch. U-74-17-0775/Carroll	Discharge	HE Report	Reinstate teacher dismissed for protected activity	74-75/ 389
Fairfield Community Schs. U-74-07-2155/Elkhart	Calendar	HE Report Bd Order	Dismissed - Daily hours and total number of days worked are negotiable; all other calendar items are discussable. Board establishes precedence: Daily hours and total number of days to be worked are negotiable items for collective bargaining. All other calendar items are discussable. Unfair dismissed.	74-75/ 400 74-75/ 412
Fayette County Sch. U-74-53-2395/Fayette	Grandfather	HE Report Chmn Order	Dismissed - Items were not grandfathered within the meaning of that provision. Chairman dismisses case.	74-75/ 414 75-76/ 741
Highland Town Schs. U-74-30-4720/Lake	Discharge	HE Report	Respondent ordered to cease and desist from discrimination due to protected activities	74-75/ 423

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Highland Town Schs. U-74-30B-4720/Lake	Discharge	HE Report	Dismissed - Subject matter is moot	74-75/ 433
Highland Town Schs. U-74-37-4720/Lake	Discrimination	HE Report	Dismissed - Lack of sufficient cause	74-75/ 434
Highland Town Schs. U-74-38-4720/Lake	Discrimination	HE Report	Dismissed - Lack of sufficient cause	74-75/ 438
Huntington Co. Comm Schs. U-74-34-3625/Huntington	Prep time	HE Report	Teachers ordered to cease and desist from entering a collective bargaining agreement even though other issues are unresolved	74-75/ 444
Huntington Co Comm Schs. U-74-40-3625/Huntington	Refusal to bargain	Chmn Order	Complaint fails to state a claim upon which relief may be granted; case dismissed.	74-75/ 451
Mississinewa Comm Schs. U-74-04-2855/Grant	Grandfather	HE Report	Respondents ordered to retain language they took out of Policy Handbook; discuss language changes with exclusive representative	74-75/ 456
North Lawrence Comm Sch. U-74-48-5075/Lawrence	Discrimination; Assignment	HE Report	Respondent ordered to cease and desist from discriminating due to association activities	74-75/ 470
North Lawrence Comm Sch. U-74-48-5075/Lawrence	Discrimination; Assignment	Supplemental Decision Bd Order	Respondent ordered to cease and desist from discriminating due to association activities. Bd affirms HE Report.	77/439 77/441
North Lawrence Comm Sch. U-74-48B-5075/Lawrence	Discrimination; Assignment	HE Report	Respondent ordered to cease and desist from discriminating due to association activities	74-75/ 470
Northwestern Sch.			Respondents ordered to bargain collectively items	74-75/

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U-74-28-3470/Howard	Grandfather	HE Report	in 1972 agreement	478
South Bend Comm Sch. U-74-3-7205/St. Joseph	Dues deduction	HE Report	Dismissed - Dues may be deducted for minority school employee organization	74-75/ 484
Tippecanoe Sch. U-74-15-7865/Tippecanoe	Refusal to Bargain AND Discuss	HE Report	Discussion shall have meaningful input ; Discussion items may not be used to refuse to bargain bargainable items	74-75/ 499
Tippecanoe Valley Sch. U-74-46-4445/Kosciusko	Discrimination	HE Report	Respondent ordered to cease and desist from discriminating based on protected teachers= activities	74-75/ 512
Worthington-Jefferson Sch. U-74-16-2980/Greene	Discharge	HE Report	Respondents ordered to cease and desist from discriminating due to association activity; Cease and desist from interfering with union activity	74-75/ 545
Anderson Community Sch. U-75-2-5275/Madison	Refusal to bargain unilateral change in salaries	HE Report	Dismissal - Lack of sufficient cause	74-75/ 570
Bartholomew Cons. Schs U-75-80-0365/Bartholomew	Unilateral change.	HE Report	Dismissal - Lack of sufficient cause	75-76/ 744
Carmel Clay Schs U-75-86-3060/Hamilton	Refusal to discuss dismissal	HE Report	Dismissal - Lack of sufficient cause	75-76/ 747
Clarksville Comm Schs. U-75-10-1000/Clark	Removal of department head; discrimination	HE Report	Dismissal - Lack of sufficient cause	75-76/ 788
Clarksville Comm Schs.	Refusal to discuss	HE Report	Dismissal - Lack of sufficient cause	75-76/

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U-75-11-1000/Clark				788
Clarksville Comm Schs. U-75-30-1000/Clark	Refusal to bargain school calendar.	HE Report	Respondent ordered to discuss changes. Dismissal of calendar change.	75-76/ 788
Covington Community Sch. U-75-6-2440/Fountain	Refusal to bargain school calendar	HE Report	Dismissal - Lack of sufficient cause	74-75/ 580
Covington Community Sch. U-75-14-2440/Fountain	Refusal to bargain; meet at reasonable times	HE Report	Dismissal - Lack of sufficient cause	74-75/ 580
Crawford County Comm Schs. U-75-60-1300/Crawford	Refusal to discuss	HE Report	Respondent ordered to discuss all disputed issues	75- 76/758
Evansville-Vanderburgh Schs U-75-81-7995/Vanderburgh	Unilateral change; Committee appointment; Failure to discuss in good faith	HE Report	Respondent 1) ordered to discuss working conditions and 2) teachers not to serve on committees involving discussables.	76-77/ 517
		Bd Order	Bd concludes failing and refusing to discuss in good faith proposed changes in working conditions.	76-77/ 526
		Bd Order	Bd modifies Order dated 2/2/77 to reflect court decision in same matter	81/403
		Bd Order	Bd adopts HE Findings of Fact and orders petition for Enforcement be denied.	83/240
Hammond City Schs. U-75-49-4710/Lake	Refusal to bargain AND discuss unilateral changes	HE Report	Dismissal - Lack of sufficient cause	75-76/ 805
Indianapolis Public Schs. U-75-12-5385/Marion	Refusal to bargain AND discuss salary	HE Report	Dismissal but with recommendation	74-75/ 584

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Lafayette Sch. U-75-3-7855/Tippecanoe	Bad faith bargaining	HE Report	Respondent ordered to discuss Section 5 items. Dismissal on refusal to bargain.	74-75/ 589
Lake Central Sch. U-75-20-4615/Lake	Refusal to supply information	HE Report Bd Order	Respondent ordered to provide information. Bd concludes case involves contract interpretation, lacking evidence to support unfair practice	74-75/ 596 75-76/ 811
Mississinewa Comm Schs U-75-66-2855/Grant	Discuss budget appropriations	HE Order	HE denies School=s Supplemental Motion to Dismiss as an unfair is a statutory remedy and statutorily gave IEERB jurisdiction. HE grants Motion to Dismiss relying on IEERB case U-75-68-8385.	75-76/ 813
Monroe Co Comm Sch U-75-88-5740/Monroe	Discrimination/Interference with employer rights	HE Report Bd Order	Respondent ordered to stop favoring one insurance plan. Bd adopts HE Report with modification.	75-76/ 814 75-76/ 821
Munster, School Town of U-75-23-4740/Lake	Refusal to discuss termination	HE Report Bd Order	Respondent ordered to reinstate both complainants. Bd adopts HE Report	75-76/ 822 76-77/ 553
North Vermillion Comm Schs. U-75-84-8010/Vermillion	Bad faith bargaining	HE Report	Dismissal - parties had settled	75-76/ 834
Northern Community Schs. U-75-26-7935/Tipton	Refusal to bargain starting and ending times to teachers work day	HE Report Bd Order	Respondent ordered to bargain hours. Bd determines starting and ending times of teacher	74-75/ 610

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			work day are mandatory subjects of bargaining.	75-76/ 848
Northwestern Sch. Corp. U-75-61-3435/Henry	Discrimination	HE Report Bd Order	Respondent ordered to reinstate complainant. Bd adopts HE Report.	75-76/ 851 76-77/ 554
Penn-Harris-Madison Sch. Corp. U-75-17-7175/St. Joseph	Refusal to bargain	HE Report	Dismissal - Lack of sufficient cause	75-76/ 878
Pike Co. Schs U-75-89-6445/Pike	Unilateral demotion	HE Report Bd Order	Respondent ordered to reinstate coaching duties to complainant and to stop coercion of members Bd does not adopt second conclusions of law	76-77/ 527 77/436
Richmond Comm Schs. U-75-52-8385/Wayne	Refusal to bargain	HE Report	Respondent ordered to bargain sick leave bank	75-76/ 883
Richmond Comm Schs. U-75-68-8385/Wayne	Bad faith bargaining; salary-wages	HE Report	Respondent ordered to discuss budget appropriations	75-76/ 891
South Dearborn Comm Schs. U-75-50-1600/Dearborn	Non-renewal of teaching contract	HE Report	Dismissal - Lack of sufficient cause	75-76/ 901
South Madison Comm Schs. U-75-72-5255/Madison	Refusal to bargain extracurricular salary	HE Report Bd Order	Respondent ordered to bargain contract of summer band director Bd modified HE Order; SC did not comply with PL217, thus could be considered violation; Recommended Order is in all other respects affirmed.	75-76/ 908 75/76 912

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Southwest Parke Comm Schs. U-75-29-6260/Parke	Refusal to discuss	HE Report	Dismissal - Lack of sufficient cause	75-76/ 914
Southwest Parke Comm Schs. U-75-37-6260/Parke	Refusal to discuss dismissal	HE Report	Dismissal - Lack of sufficient cause	75-76/ 917
Taylor Comm Schs. U-75-34-3460/Howard	Refusal to bargain	HE Report	Respondent ordered to bargain on all disputed items	75-76/ 920
Tippecanoe Valley Sch. Corp. U-75-47-4445/Kosciusko	Recognizing wrong teachers association; Refusal to remove notice of intent to recognize	HE Report Bd Order Bd Order	Respondent ordered to bargain with complainant and to cease and desist unfair practices. Interlocutory Order - Order school corporation to bargain with exclusive representative - not other union. Bd affirms HE Report.	75-76/ 926, 936, 938, 940
Turkey Run Comm Schs. U-75-28-6310/Parke	Refusal to discuss	HE Report Bd Order	Dismissal - Lack of sufficient cause. Bd adopts recommendation petitioners failed to prove their claim.	75-76/ 941 75-76/ 944
Wabash County, MSD U-75-15-8050/Wabash	Refusal to bargain unilateral changes	HE Report	Respondent ordered to discuss and bargain Bypass theory established	75-76/ 945
Wabash County, MSD U-75-27-8050/Wabash	Refusal to discuss	HE Report Bd Order	Respondent ordered to reinstate complainants. Bd does not adopt section entitled AEmployer=s Obligation to Discuss Reasons for Contract Non-Renewals≡ nor second conclusion of law.	75-76/ 961 76-77/ 555

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Washington Township, MSD U-75-53-5370/Marion	Refusal to bargain/discuss	HE Report Bd Order	Respondent ordered to discuss evaluation procedures. Bd does not adopt finding relating to payment of relief pay to witnesses; recommended order is adopted in its entirety.	75-76/ 982 76-77/ 556 & 77/437
Washington Township, MSD U-75-54-5370/Marion	Refusal to bargain/discuss	HE Report Bd Order	Respondent ordered to discuss evaluation procedures. Bd does not adopt finding relating to payment of relief pay to witnesses; recommended order is adopted in its entirety.	75-76/ 982 77/437
Washington Township, MSD U-75-55-5370/Marion	Refusal to bargain/discuss	HE Report Bd Order	Respondent ordered to discuss evaluation procedures. Bd does not adopt finding relating to payment of relief pay to witnesses; recommended order is adopted in its entirety.	75-76/ 982 77/437
Avon Comm. Schs. U-76-60-3315/Hendricks	Teacher discharge for distributing union literature; refusal to bargain compensation for extra-curricular position; refusal to provide information regarding deficiencies in credentials to union; completion of claim form to have dues deducted; adoption of school calendar without first discussing it.	HE Report	Threats of discharge of teacher are dismissed; stop refusing to bargain compensation; stop denying union information; stop refusing engaging in meaningful discussion; stop refusing to forward dues deductions to union and the use of the form; stop soliciting input from individual teachers about calendar and discuss fully with union.	77/400
Fort Wayne Community Schs. U-76-3-0235/Allen	Unilateral change in contract.	HE Report	Dismissal - No unfair labor practice exists	76-77/ 568

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Fort Wayne Community Schs. U-76-8-0235/Allen	Refusal to bargain open scope grandfathered	Part Summ Judgment Bd Order HE Report Bd Order	Partial Summary Judgment - Denies petitioner=s summary judgment; Grants respondent=s summary judgment to the following extent: 72-73 language does not grandfather non-section 4 items; topics of teacher evaluations, due process, administrator evaluations, etc. are not mandatory subjects of bargaining. Bd affirms summary judgment. HE Report denies the complaint on grounds items which respondent refused to bargain are not items within 20-7.5-1-4. Bd adopts HE Report with modification - must bargain class size.	75-76/ 998; 75-76/ 1002 76-77/ 572 76-77/ 586
Fort Wayne Community Schs. U-76-31-0235/Allen	Discrimination in approval of Conference	HE Report Bd Order	Summary Judgment - Respondent ordered to approve teacher institute meetings of established organizations. Bd adopts HE Report with modification.	76-77/ 588 76-77/ 592
Gary Community Schs. U-76-5-4690/Lake	Organization failing to keep all members informed	HE Report	Summary Judgment Dismissal - No unfair labor practice committed	76-77/ 593
Griffith Public Schs. U-76-6-4700/ Lake	Unilateral change in sick leave policy	HE Report Bd Order	Respondent ordered to bargain sick leave policy; bargain policy for medical certification of sick leave. Bd adopts HE Report	76-77/ 599 76-77/ 605
Hamilton Heights Schs. U-76-28-3025	? - Complaint is unclear	HE Order	Complaint is unclear if the complaining parties are represented by school employee organization. HE	75-76/ 1003

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			grants Motion to Dismiss filed by Respondent. Original parties have 20 days to file amended complaint in proper format.	
Hamilton Heights Schs. U-76-41-3025/Hamilton	Refusal to bargain and discuss due process	HE Report	Complainant failed to show commission of unfair labor practice	76-77/ 606
Linton-Stockton Schs. U-76-17-2950/Greene	Discrimination against employee AND failure to discuss same.	HE Report	Respondent did not commit an unfair labor practice as charged	76-77/ 612
Maconaquah Schs. U-76-58-5615/Miami	Was Respondent=s treatment of Complainant in an unfavorable evaluation retaliation for his filing of grievances?	HE Report	Evidence fails to show any violation of Sec. 7(a)(1); complaint dismissed.	77/410
Marion Community Schs. U-76-44-4730/Grant	Refusal to discuss evaluation policy	HE Report Bd Order	Summary Judgment - Respondent did not violate duty to discuss; did have good faith discussion; discussed specific goals and objectives; no final agreement was reached. Bd affirms motion for summary judgment; adopts HE Report.	76-77/ 617 76-77/ 623
Marion Community Schs. U-76-59-2865/Grant	Did issuance of letter from Supt. declaring certain positions were no longer in unit, and treating the individuals as being out of unit.	HE Report	Cease and desist from treating these people as being out of unit until a unit amendment or IEERB determination of unit is made.	77/413
Merrillville Community Schs. U-76-2-4600/Lake	Unilateral change in compensation	HE Report	Respondent ordered to bargain compensation for a new extra duty assignment	75-76/ 1005
Monroe County Comm Schs. U-76-11-5740/Monroe	Bad faith bargaining; Failure to provide information	HE Report	Dismissal - lack of sufficient cause	75-76/ 1011

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Perry Central Schs. U-76-4-6325/Perry	Failure to discuss change in policy of parking lot bus supervision.	HE Report Bd Order	Dismissal - lack of sufficient cause; Respondent did not breach its duty to discuss. Bd adopts HE Report.	75-76/ 1017 76-77/ 631
Pike Township, MSD U-76-16-5350/Marion	Contract provision for denial of use of school building to any other organization.	HE Report Bd Order	Respondent may deny use of building to minority organization but is ordered to allow bulletin board space. Bd adopts first and second conclusions of law; not third.	76/633 77/418
Portage Township Schs. U-76-30-6550/Porter	Failure to discuss reassignment of two teachers.	HE Report	Dismissal - No unfair labor practice committed	76-77/ 637
Rensselaer Central Schs. U-76-22-3815/Jasper	Refusal to discuss nonrenewal of teachers	HE Report Bd Order Supplemental Decision Bd Order Bd Order Bd Order	HE Report orders to stop from refusing to discuss nonrenewals or proposed nonrenewals. Bd adopts paragraphs 1,2, and 4 of Recommended Order; Remands case to HE. Supp. Dec. orders two employees be reinstated with compensation. Bd remands case to HE for appropriate remedial order. Bd. denies motion for modification of order. Bd adopts supplemental findings and conclusions.	76-77/ 644 76-77/ 652 77/419 77/425 77/427 77/429
Richland-Bean Blossom Schs. U-76-19-5705	Unilateral issuance of status quo contracts	HE Report	Summary Judgment - Respondent ordered not to issue individual contracts before agreement is reached	76-77/ 655

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Richmond Community Schs. U-76-42-8385	Inclusion of non-mandatory items in impasse petition	HE Report Bd Order Bd Order Bd Order	Summary Judgment Dismissal - No unfair labor practice committed Bd adopts HE Report. Ct order Bd to further proceedings. Bd accepts parties= settlement agreement.	76-77/ 658 76-77/ 665 79/435 79/436
South Bend Community Schs. U-76-37-7205/St. Joseph	Refusal to discuss dismissal to tenure teacher	HE Report	Dismissal - Joint motion for dismissal.	76-77/ 667
South Bend Community Schs. U-76-52-7205/St. Joseph	Refusal to discuss collection of student fees	HE Report	Dismissal - Collection of student fees is not a working condition	77/430
Southwest Parke Comm. Schs. U-76-57-6260/Parke	Discrimination against employees	HE Report	Dismissal - No unfair labor practice committed.	76-77/ 673
Southwestern Cons. Schs. U-76-18-7360/Shelby	Termination of employees; Discrimination	HE Report Bd Order	Respondent ordered to reinstate all 3 teachers. Bd determines Respondent did not violate Sections 7(a)(1) or (3) and are dismissed	76-77/ 676 77/434
Turkey Run Community Schs. U-76-24-6310/Parke	Nonrenewing of contract; Discrimination	HE Report Bd Order	Respondent ordered to reinstate petitioner. Bd adopts HE Report.	76-77/ 696 76-77/ 704
Vernon Township, MSD U-76-33-3710/Jackson	Nonrenewing of contract discrimination; harassment of bargaining committee; refusal to discuss	HE Report	Respondent ordered to reinstate teacher and reinstate extra-curricular contract for another teacher	76-77/ 705
Vernon Township, MSD	Discrimination against employee; Harassment	HE Report	Respondent is ordered to bargain, collectively and	76-77/

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U-76-34-3710/Jackson	of bargaining committee		cease harassment	705
Vigo County Schs. U-76-50-8030/Vigo	Improper status quo contracts	HE Report	Dismissal - No unfair labor practice committed	76-77/ 716
Wabash City Schs. U-76-45-8060/Wabash	Refusal to bargain coaches= contracts	HE Report	Respondent ordered to bargain salaries for newly created extra curricular positions.	76-77/ 720
Western Boone Co. Comm Schs. U-76-35-0615/Boone	Failure to bargain teacher work days	HE Report	Dismissal - No unfair labor practice committed.	76-77/ 727
Anderson Comm Schs. U-77-4-5275/Madison	Did the Sch. Corp. delete a contract provision tentatively agreed by the parties; If so, can IEERB reinsert deleted provision.	HE Report	Sch. Corp. did not unilaterally delete agreed upon provision from contract; unfair dismissed.	78/601
Brownsburg Comm Schs. U-77-27-3305/Hendricks	Change in format of number of days to be worked for extended contract teachers.	HE Report Bd Order	HE orders to stop changing format of days during impasse and status quo period; rescind its action and replace with same format as previous year. Bd adopts HE Report	77/235 78/609
Eastbrook Comm Schs. U-77-7-2815/Grant	Did Respondent preconditioned bargaining by opening all bargaining meetings to public and press?	HE Report	HE orders School to stop refusing to bargain in good faith; stop preconditioning bargaining; stop insisting on open negotiation meetings.	77/245
Elwood Comm Schs. U-77-59-5280/Madison	Is contract language violation of PL 217	HE Report	Sch. Corp. Did not commit unfair by negotiating, agreeing to, and/or enforcing contract language.	78/610
Fort Wayne Comm Schs. U-77-13-0235/Allen	Teacher not permitted union representative with her in a meeting with principal.	HE Report	A school employee is entitled to representation, if they choose; employer has no duty to discuss who that representative is.	77/254

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Franklin Comm Schs. U-77-43-4225/Johnson	Sch. Corp. released documents during bargaining to news media and general public with intent to bypass exclusive representative	HE Report Bd Order Bd Order	Respondent ordered to stop refusing to engage in good faith bargaining and discussion; stop interfering in rights to bargain collectively with representatives of their choosing. Bd determines Sch. Corp. deprived teachers right to bargain; free speech is not unlimited. Bd denies motion to modify order.	77/257 78/616 78/618
Hobart, School City of U-77-1-4730/Lake	Expansion of duties of two head coaches without discussion; Expansion of duties of six department heads without discussion; Refusal to bargain compensation for expanded duties of above personnel.	HE Report	Respondent ordered to stop refusing to bargain changes or proposed changes of duties; and refusing to bargain compensation for additional duties.	77/267
Huntington Co. Comm Schs. U-77-20-3625/Huntington	Refusal to discuss nonrenewals with meaningful input; Withholding information on basis of privacy; Respondent dictates number and/or identity of persons allowed to represent exclusive representative.	HE Report Bd Order	HE orders Respondent to stop refusing to discuss non-renewals; stop withholding information; stop dictating number and/or identity of who will represent exclusive representative. Bd adopts HE Report	77/273 78/619
Jay Sch. Corp U-77-46-3945/Jay	Refusing to bargain grandfathered item - school calendar	HE Report (Part II) Dismissal	HE decides Respondent did not refuse to bargain alleged grandfathered item - calendar; Ordered to bargain calendar as it relates to hours in Section 4; Complainants committed unfair by insisting to impasse and insisting to bargain school calendar; stop insisting on resolving issue as a condition of agreement. HE grants motion to withdraw; remaining issues of Count I be dismissed.	77/283 78/620 78/621 78/622

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		Bd Order Bd Order	Bd denies interlocutory order request. Bd accepts parties= agreed order.	
Jay Sch. Corp. U-77-55-3945/Jay	Interference of teachers with selection of school representatives for purposes of collective bargaining.	HE Report	HE found no unfair practices were committed	78/623
Knox Comm Schs. U-77-28-7525/Starke	Count I: discrimination due to association activities. Count II & III: dismissals of non-tenured teachers without discussion prior to the decision being made.	HE Report Bd Order	HE dismissed Counts I, II, and III in its entirety. Bd adopts and affirms HE Report with modifications.	77/290 78/634
Kokomo-Center Twp Cons. Schs. U-77-29-3500/Howard	Unfair if party fails or refuses to appear at and participate in fact-finding hearing?	HE Report Bd Order	HE orders Respondent to stop refusing to appear and participate in fact-finding hearings; and ordered to stop refusing to bargain with school board. Bd adopts HE Report.	77/310 78/634
Maconaquah Schs. U-77-38-5615/Miami	Refusal to discuss calendar	HE Report Bd Order	HE orders school board to rescind adoption of calendar language; rescind portions of policy for staff members; stop refusing to bargain mandatory subjects. Bd adopts portions of HE report with modifications.	78/635 78/638
Marion Comm Schs. U-77-16-2865/Grant	Refusal to discuss nonrenewal of contracts.	HE Report I	HE determines no unfair with respect to refusal to discuss proposed nonrenewals of contracts.	77/321
Marion Comm Schs.			HE orders school to stop refusing to discuss	

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U-77-16-2865/Grant	Refusal to discuss nonrenewals of contracts.	HE Report II	nonrenewals of employees with union agents; stop interfering in the administration of union.	77/324
Marion Comm Schs. U-77-17-2865/Grant	Did adoption of policy violate Section 7(a)(1), (5), and (6) of the Act?	HE Report	HE orders Respondent to stop adopting policies concerning assignment or promotion of personnel without first discussing such policy; stop refusing to discuss policies concerning promotion or assignment of personnel.	77/328
Marion Comm Schs. U-77-18-2865/Grant	Amendment, modification, or change in mandatory subject of bargaining or discussion without discussion with union.	HE Report	No showing of prima facie was made; therefore no unfair practice with respect to unilateral action or refusal to bargain or discuss the matter of study leave requests.	77/330
Marion Comm Schs. U-77-31-2865/Grant	Teachers refuse to meet with bargaining representatives; interfering in selection of representative; refusing to submit counter proposals	HE Report	Teachers failed and refused to meet to negotiate; no unfair by teachers by declaring impasse on procedural problems, teachers did not interfere in choice of representative; teachers did not fail or refuse to submit proposals.	77/333
Martinsville Schs., MSD U-77-49-5925/Morgan	Refusal to bargain in good faith by setting preconditions; attempt to thwart bargaining by means of a communique.	HE Report Bd Order	A threat to institute appropriate legal action does not constitute pre-condition to bargaining; unfair committed by issuing communique by stapling to teachers= paychecks. Bd affirms HE Report	77/337 77/339
Martinsville Schs., MSD U-77-60-5925/Morgan	Interference with employee=s right to form and select union; Refusal to bargain collectively	HE Report	HE determines school unlawfully refused to bargain; school unlawfully assisted minority union.	78/640 78/646

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
		Bd Order	Bd reverses HE Report; dismisses complaint.	
Merrillville Comm Schs. U-77-9-4600/Lake	Interference in selection of representative; bad faith bargaining by teachers by submitting illegal proposals.	HE Report	HE orders parties to bargain and discuss those items and subjects under Sections 4 and 5 of the Act.	77/340
Merrillville Comm Schs. U-77-14-4600/Lake	Interference with, restraint, and coerce employees with intent to dominate and interfere with union.	HE Report	Complainants (teachers) did not sustain burden of proof; case is dismissed.	77/345
Merrillville Comm Schs. U-77-15-4600/Lake	Is it an unfair to file unfair above?	HE Report	Complainants and Respondents are ordered to bargain and discuss Section 4 and 5 items.	77/348
Michigan City Area Schs. U-77-19-4925/LaPorte	Discrimination due to association activities.	HE Report	School did not commit unfair practice.	77/354
Nettle Creek Schs. U-77-22-8305/Wayne	Refusal to engage in open scope bargaining	HE Report Bd Order	School did not refuse to engage in open scope bargaining over non-Section 4 items; unfair dismissed. Bd affirms HE Report	77/360 78/647
Oregon-Davis Schs. U-77-26-7495/Starke	Failure to discuss	HE Report Bd Order	Union did not make proper request for discussion; union not entitled to discussion prior to non-renewal. Meeting school held was inadequate within meaning of Section 5; school failed to discuss section 5 item. HE orders school to stop refusing and failing to discuss. Bd concludes school refused to discuss; adopts HE Report.	77/367 78/648

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Penn-Harris-Madison Schs. U-77-51-7175/St. Joseph	Adoption of resolutions without discussion; dues deduction; compensable leave days	HE Report	School adopted resolutions without discussion, committed unfair; School ordered to stop changing policies without first discussing them; stop refusing to deduct union dues; stop denying compensable leave days.	78/650
Spencer-Owen Comm Schs. U-77-3-6195/Owen	Refusal to bargain change in spring vacation dates	HE Report	HE concludes there is no genuine issue; complaint is dismissed.	77/378
Tippecanoe Sch. Corp. U-77-6-7865/Tippecanoe	Unilateral change in mandatory subject of bargaining without entering into an agreement; Was complaint filed by an Aaggrieved≡ person; Did teachers have standing to file unfair practice complaint?	HE Report	School committed unfair by changing policy in handbook without bargaining; persons are Aaggrieved≡ persons; teachers have standing to file unfair. HE orders school to stop from changing policies without bargaining colelctively mandatory subjects of bargaining.	77/381
Tippecanoe Sch. Corp. U-77-8-7865/Tippecanoe	Discrimination of non-renewal of teacher; Refusal to discuss employment situation with union.	HE Report Order	School did not discriminate against teacher; School did not refuse to discuss employment situation. ULP Director grants dismissal as complainants do not desire to pursue an appeal.	77/385 78/656
Tippecanoe Sch. Corp. U-77-25-7865/Tippecanoe	Refusal to bargain Sec. 4 items; Refusal to discuss Sec. 5 items.	HE Report Bd Order	School refused to bargain in good faith; school failed to perform obligation to bargain and discuss; Parties ordered to bargain and initiate good faith bargaining; appoint discussion team capable of reasonable discussion; stop refusing to bargain and failing to discuss. Bd does not adopt Order 1 or 2 of HE Report.	77/389 78/657

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Tippecanoe Sch. Corp. U-77-36-7865/Tippecanoe	Discrimination by failing to hire teacher	HE Report	HE decided no unfair was committed by failing to hire teacher for one of two art teaching positions.	78/658
Warrick Co. Schs. U-77-2-8130/Warrick	Was compensation of extra-curricular position bargained?	HE Report	HE concludes lack of evidence to show unfair practice committed; dismissed complaint.	77/394
Washington Comm Schs. U-77-30-1405/Daviess	Failing or refusing to discuss certain items.	HE Report	School did not commit unfair with respect to change in calendar which reduced vacation days in October which coincided with union conference; school did not commit unfair when it changed policy regarding orientation day agenda; school did not refuse to discuss transfer or reassignment of teacher= school did not discriminate against a teacher for union activities; school did commit unfair by refusing to discuss changes in school day schedule.	78/661
Washington Twp., MSD U-77-50-5370/Marion	Did school violate Sec. 7(a)(1), (5), and (6) by causing distribution of memorandum to school employees?	HE Report Bd Order	School ordered to stop refusing to bargain with union by bypassing union; stop interfering in employees rights to select representatives. Bd adopts HE Report.	78/672 78/677
West Noble Schs. U-77-42-6065/Noble	Was sending a letter to members of bargaining unit and news media which tended to chill bargaining process a bypass of exclusive representative?	HE Report Bd Order	HE concludes there was no unfair practice committed; dismissed complaint. Bd grants motion for leave to withdraw its complaint and appeal; dismissed case.	78/678 78/685
West Noble Schs. U-77-54-6065/Noble	Was sending a letter to members of bargaining unit a bypass of exclusive	HE Report	HE determined no unfair practice was committed.	78/686

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	representative? When bargaining team member visited school board member=s home to explore settlement an unfair by not bargaining in good faith with designated spokesperson.			
Blackford Co. Schs. U-78-7-0515/Blackford	Teachers teach additional days for make-up days; pre-conditioned bargaining.	HE Report Bd Order	HE orders school to stop refusing to bargain; stop changing policies without collectively bargaining; unilateral action by employer on item bargained collectively constitutes refusal to bargain; bargain days. Bd adopts HE Report.	78/358 79/407
Carroll Cons. Schs. U-78-9-0750/Carroll	Good faith bargaining; interference in exercise of protected activity	HE Report	HE determines school does not need to consent to teacher stuffing mailboxes; teacher may wear AContract Now≡ pin; failure to provide forms needed for negotiations is unfair. Orders policy regarding mailboxes be written and distributed.	78/372
Carroll Cons. Schs. U-78-10-0750/Carroll	Good faith bargaining; interference in exercise of protected activity	HE Report	HE determines school does not need to consent to teacher stuffing mailboxes; teacher may wear AContract Now≡ pin; failure to provide forms needed for negotiations is unfair. Orders policy regarding mailboxes be written and distributed.	78/372
Carroll Cons. Schs. U-78-17-0750/Carroll	Discussion of nonrenewal	HE Report Bd Order	HE orders to stop refusing to discuss nonrenewals; offer teacher contract. Bd adopts refusal; modifies offer of contract.	78/380 79/409

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Culver Comm Schs. U-78-33-5455/Marshall	Status quo; failure to authorize payment of salaries.	HE Report	HE orders payment of status quo salaries.	78/393
Eastbrook Comm. Schs. U-78-18-2815/Grant	Refusal to bargain and/or bad faith bargaining regarding made-up days	HE Report Bd Order	HE determines make-up days are mandatory subjects of bargaining; stop preconditioning bargaining. Bd affirms HE Report.	78/396 78/402
Eastern Greene Schs. U-78-11-2940/Greene	Refusal to bargain salary; interference with right to bargain salary.	HE Report	HE determines school did discuss salary.	78/403
Fort Wayne Comm. Schs. U-78-14-0235/Allen Consolidated with 78-16	Polling teachers; committee appointment; refusing requested documents.	HE Report	HE determined school did bypass exclusive rep when poll was taken; polling teachers was unfair; ordered to stop refusing to discuss Sec. 5 items.	78/408
Fort Wayne Comm. Schs. U-78-16-0235/Allen Consolidated with 78-14	Polling teachers; committee appointment; refusing requested documents.	HE Report	HE determined school did bypass exclusive rep when poll was taken; polling teachers was unfair; ordered to stop refusing to discuss Sec. 5 items.	78/408
Fort Wayne Comm. Schs. U-78-39-0235/Allen	Refusal to discuss change in working conditions.	HE Report Bd Order	HE determines school committed unfair in failing or refusing to discuss changes in prep and planning time; ordered to stop. Bd adopts HE Report.	78/415 79/411
Fort Wayne Comm. Schs. U-78-41-0235/Allen	Prep time; student day.	HE Report	HE determines school failed or refused to discuss changes in prep time; ordered to discuss these subjects.	78/419
Knox Comm. Schs. U-78-3-7525/Starke	Harassment due to union activities.	HE Report	HE dismisses case for lack of evidence.	78/427

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Knox Comm. Schs. U-78-4-7525/Starke	Distribution of factual information	HE Report Bd Order	HE determines school did not interfere in exercise of membership and bargaining rights; nor is it a failure to bargain in good faith. Case dismissed. Bd adopts HE Report.	78/434 78/443
Kokomo-Center Twp. Schs. U-78-38-3500/Howard	Teacher evaluation process changed without discussion.	HE Report Bd Order Bd Order Order	HE determines school unilaterally changed teacher evaluation policy which is a change in working conditions; ordered to rescind policy and discuss. Bd adopts conclusion #1; not conclusion #2. Bd denies motion to modify order. Motion to Withdraw granted.	78/441 79/412 79/413 80/884
Lafayette Comm. Schs. U-78-50-7855/Tippecanoe	Refusal to bargain; bypass; interference in selection of bargaining representatives; allow minority union use of mailboxes.	HE Report	HE orders school to stop refusing to bargain; stop bargaining with individuals; school did not interfere with selection; did commit unfair when allowed minority union access to mailboxes.	78/448
Lafayette Comm. Schs. U-78-52-7855/Tippecanoe	Re-opening non-economic items after tentative agreement was reached; proposing new economic package	HE Report	HE concludes school committed unfair when it revoked tentative agreements and reopened items; unfair by continually raising economic demands. HE orders to stop from refusing to bargain collectively in good faith.	79/414
Lake Central Comm. Schs. U-78-12-4615/Lake	Teacher strike - Violation of PL 217	HE Report	HE concludes IEERB does not have jurisdiction.	78/459
Lake Central Comm. Schs. U-78-24-4615/Lake	Refusal to discuss nonrenewals, transfers, hours, extra curricular positions	HE Report	Count 1: cease and desist from discussing non-renewals; remedy hearing to take place. Count 2: unfair by unilaterally adopting policy	78/461

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
		Supple Dec	without discussion. Ordered to rescind policy, cease adoption without prior discussion; stop refusing to discuss policies concerning assignment or promotion. Count 3: bypassed exclusive rep when conducted survey on start and end time of day; unilateral change in hours worked constituted refusal to bargain - Ordered to cease and desist. Count 4: Policy change regarding extra duty contracts; refusal to bargain. Adoption of policy, refusal to discuss. Ordered to cease and desist refusing to engage in good faith bargaining; stop changing policy prior to discussion. HE adopts original findings 1-40; adds new findings. HE determined School refused to discuss a nonrenewal; and at no time has ever discussed the specific nonrenewal. HE determined School refused to discuss any nonrenewals. School ordered to cease and desist refusing to discuss nonrenewals and proposed nonrenewals; offer specific teacher contract with full compensation.	79/419
		Bd Order	Bd affirms HE Report with modification.	79/426
Marion Comm. Schs. U-78-2-2865/Grant	Refuse to maintain status quo; Refusal to bargain and/or discuss	HE Report	Stop altering status quo.	78/479
Merrillville Comm. Schs.	Unilateral change; Bypass exclusive	HE Report	HE dismissed case.	78/495

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-78-20-4660/Lake	representative	Bd Order	Bd affirms HE Report	78/504
Merrillville Comm. Schs. U-78-22-4660/Lake	Unilateral change; Bad faith bargaining; Deferral to arbitration	HE Report	Rescind denial of teachers application; cease and desist.	78/505
Michigan City Area Schs. U-78-5-4925/LaPorte	Bad faith bargaining	HE Report	Dismissed	78/511
Mill Creek Comm. Schs. U-78-36-3335/Hendricks	Violation of status quo salary (Increment, Lane changes)	HE Report Bd Order	HE dismissed. Bd affirmed HE Report	78/517 79/427
Monroe Co. Comm. Schs. U-78-37-5740/Monroe	Failure to discuss Sec. 12(e) items	HE Report	Rescind policy, cease and desist refusal to discuss	78/521
Monroe Co. Comm. Schs. U-78-44-5740/Monroe	Failure to discuss Sec. 12(e) items; Unilateral change	HE Report	Cease and desist from harassment; stop refusing to bargain.	78/524
Monroe Co. Comm. Schs. U-78-46-5740/Monroe	Premature release of fact-finding report	HE Report Bd Order	Cease and desist. Bd affirmed HE Report	78/528 79/430
Mount Pleasant Schs. U-78-54-1910/Delaware	Bypass exclusive representative; refusal to discuss; discussion with individual teacher; committee appointments. CO: Did the supreme court decision in <u>Evansville</u> change the IEERB decision?	HE Report Bd Order CO Report Bd Order	HE dismissed complaint. Bd reverses HE Report-finds ULP. CO grants Respondent=s Motion to Dismiss; amends Board=s order of Oct. 18, 1979. Bd adopts recommendation of amended order.	78/531 79/432 86/177 86/184
Richmond Comm. Schs. U-78-13-8385/Wayne	Refusal to bargain; Interference	HE Report	Cease and desist refusing to bargain	78/543
South Bend Comm. Schs.	Unilateral calendar change; Refusal to	HE Report	HE orders to cease and desist.	78/550

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-78-8-7205/St. Joseph	bargain and discuss calendar items.	Bd Order	Bd affirms HE Report.	78/550 79/433
Southwest Parke Comm. Schs. U-78-35-6260/Parke	Violation of status quo/ Implementing new calendar	HE Report	Cease and desist; rescind calendar	78/557
Taylor Comm. Schs. U-78-26-3460/Howard	Refusal to discuss suspension; Preconditioned discussions	HE Report	Ordered to discuss; cease and desist from refusing to discuss.	78/561
Warsaw Comm. Schs. U-78-1-4415/Kosciusko	Bypass exclusive representative; Refusal to discuss Sec. 5 items.	HE Report Bd Dism	All policy changes revised to status quo ante; cease and desist. Bd grants joint motion to withdraw.	78/566 78/578
Washington Comm. Schs. U-78-6-1405/Daviess	Refusal to discuss calendar; Refusal to bargain days.	HE Report Bd Order	HE dismisses refusal to discuss; cease and desist from refusing to bargain; affirmative bargaining. Bd affirms HE Report.	78/579 78/584
Washington Twp., MSD U-78-51-5370/Marion	Refusal to discuss working conditions; Acquiescence	HE Report	HE Dismissed case	78/585
West Clark Comm. Schs. U-78-42-0940/Clark	Refusal to bargain; Organization failed to appear at fact-finding	HE Report	Cease and desist from refusing to bargain.	78/595
Batesville Comm. Schs. U-79-17-6895/Ripley	Refusal to bargain days and hours	HE Report	Rescind calendar; ordered to bargain days and hours.	79/269
Baugo Comm. Schs. U-79-33-2260/Elkhart	Issuing status quo contract before budget submission date.	HE Report	Cease and desist	79/272
Caston Comm. Schs.	Refusal to discuss nonrenewal.	HE Report	Dismissed complaint	79/276

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-79-28-2650/Fulton				
Crown Point CSC U-79-35-4660/Lake	Interlocutory Order request	Bd Order	Board denies request; Lake Superior Court has retained jurisdiction and has issued temporary restraining order subject to further orders and modifications. HE assigned for processing upon conclusion of case in Court.	79/280
DeKalb Co. Eastern Schs. U-79-21-1835/DeKalb	Refusal to bargain; Unilateral action; Calendar; Grandfather; Clause/waiver	HE Report	Rescind unilateral adoption of calendars; cease and desist unilateral adoption.	79/283
East Gibson Comm. Schs. U-79-27-2725/Gibson	Issuing 9 month contract instead of 9-1/2 month contract to 3 teachers; Failure to discuss.	HE Report Bd Order	HE determines school did not fail to discuss the change in contract. Bd affirms and adopts HE Report.	79/290 79/294
Evansville-Vanderburgh Schs. U-79-15-7995/Vanderburgh	Denying teachers access to customer claims service of health insurance claims; hence refusal to bargain.	HE Report	School did not refuse to bargain.	79/298
Fayette Co. Schs. U-79-25-2395/Fayette	Refusal to discuss nonrenewal; Meaningful discussion; who should responses be directed to.	HE Report HE Order	HE determined unfairs committed; remedy hearing to be set. Teachers file motion to dismiss; case dismissed.	79/304 79/311
Fort Wayne Comm Schs. U-79-43-0235/Allen	Refusal to discuss; refusal to bargain collectively; by-pass exclusive rep.	HE Report	Unilaterally assigning teacher to coordinator position was refusal to discuss mandatory subject; refusal to bargain salary; did by-pass by dealing directly with teacher. Cease and desist.	80/834
Indianapolis Public Schs.	Refusal to bargain; Grandfather; Waiver by	HE Report	Complainants failed to establish they are entitled	79/312

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-79-3-5385/Marion	contract or bargaining.	Bd Order HE Report Bd Order	to Interlocutory relief; motion should be sustained. Bd affirms HE Recommendation. HE determines practice of Asurplusing \cong is a mandatory subject of bargaining; School refused to bargain the change of practice of surplusings. Bd affirms and adopts HE Report.	79/315 79/316 79/323
Indianapolis Public Schs. U-79-8-5385/Marion	Unilateral change; Laches; Acquiescence; Post-arbitral deferral	HE Report Bd Order	Rescind policy; cease and desist from unilateral action; ordered to bargain. Bd adopts and affirms HE Report.	79/324 81/391
Lake Central Comm. Schs. U-79-44-4615/Lake	Employer=s distribution of tentative agreement by use of school mailboxes.	Chmn Order HE Report Bd Order	Chairman denies interlocutory request. HE determines was unfair; stop refusing to engage in good faith bargaining; communicate directly with employees; stop interfering in right to choose representatives Motion to Withdraw granted.	79/331 79/332 80/838
Lebanon Comm. Schs. U-79-23-0665/Boone	Unilateral action on nonrenewal prior to discussion.	HE Report HE Order	HE determines unfair practice; orders hearing to determine proper order. HE reviews and grants Stipulation of Dismissal.	79/339 79/344
Maconaquah Comm. Schs. U-79-14-5615/Miami	Failure to discuss assignment of teachers to committee; by-pass exclusive representative.	HE Report Bd Order	Cease and desist from appointing teachers to committees; allow teachers right to appoint members to committees which study, discuss, and make recommendations to employer on mandatory subjects of discussion. Bd affirms and adopts HE Report.	79/348 79/354

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Muncie Comm. Schs. U-79-2-1970/Delaware	Leave provision policy.	HE Report	HE determines there was no genuine issue; no unfair by Employer or Employees.	79/359
		Bd Order	Bd adopts HE Report.	79/368
Muncie Comm. Schs. U-79-29-1970/Delaware	Summer Activity Program - failure to discuss wages and hours	HE Report	HE determines planning, promulgation, funding program violated collective bargaining agreement; Wages, hours, and duration of coaches employed to conduct program not discussed. Cease and desist.	79/371
		Bd Order	Bd orders HE Report to be the report and order.	80/839
Muncie Comm. Schs. U-79-42-1970/Delaware	Refusal to bargain	HE Report	HE determines teachers did not commit unfair by conditioning bargaining on a change in existing personal business leave provision.	80/840
		Bd Order	Bd orders the HE Report to be order of board.	80/845
New Prairie Comm. Schs. U-79-47-4805/LaPorte	Exclusive rights; dues deduction.	HE Report	Non-exclusive representative has no right to dues deduction privilege; only exclusive rep has statutory right.	79/378
		Bd Order	Bd affirms and adopts HE Report.	80/847
Pike Twp., MSD U-79-12-5350/Marion	New lunchroom supervision schedule; duty to discuss prior to enactment.	HE Report	Assignment of personnel is change in working conditions and mandatory subject of discussion; teachers failed to prove failure to discuss, therefore dismissed complaint.	79/384
		Bd Order	Bd affirms HE Report.	79/389
South Madison Comm. Sch. U-79-46-5255/Madison	Refusal to bargain working conditions- beginning and ending time of school day.	HE Report	HE dismisses complaint - lack of sufficient evidence.	80/851

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	Student Responsibility Committee; VII) Unilateral change in programs; VIII) Principal met and had input from committee regarding changes in Sec. 5 items	Bd Order Bd Order Bd Order	teachers the right to appoint members to committees; School did bypass exclusive rep and communicated directly with members with respect to Sec. 5 items; School communicated with teachers about Sec. 5 items; Bypass exclusive rep when survey was sent; No unfair requiring teachers to participate in in-service activities; School did not refuse to discuss changes in student supervision. Bd adopts conclusions 1,2,3,4,6,7; NOT 5. Bd denies Motion to Reconsider. Bd adopts Findings of Facts; modifies Recommended Order.	81/400 81/402 83/238
Whitko Comm. Schs. U-79-22-4450/Kosciusko	Refusal to discuss new position; unilaterally created position without discussion.	HE Report	HE orders cease and desist from refusing to discuss; new position is out of unit until amended unit or IEERB unit determination.	79/400
Avon Comm. Schs. U-80-5-3315/Hendricks	Discrimination in evaluation due to employee=s filing of grievance	HE Report	Complaint dismissed - lack of sufficient cause.	80/694
Bremen Public Schs. U-80-35-5480/Marshall	Refuse to bargain RIF language	HE Report Bd Order	Complaint dismissed - no genuine issue as to any material fact. Bd adopts HE Report	80/698 81/349
Charles A. Beard Memorial Schs. U-80-15-3455/Henry	Refusal to discuss RIF policy; refusal to discuss position changes; refusal to discuss nonrenewals.	HE Order Bd Order	HE dismisses complaint because complaint violated Indiana Trial Rule 17 and Complainant failed to comply with IEERB subpoena. Bd remands case to hearing examiner.	80/700 80/701

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
		HE Report	HE determines no unfair regarding discussion of RIF policy or elimination of positions. School did refuse to discuss cancellations of contracts; ordered to compensate one of the teachers.	81/342
		Bd Order	Bd affirms and adopts HE Report..	82/509
Decatur Township, MSD U-80-13-5300/Marion	Unilaterally ordered teachers to attend graduation ceremonies on a Sunday	HE Report	Contract language provides for school function attendance; teachers not paid for graduation attendance.	80/705
DeKalb Co. Central U-80-2-1835/DeKalb	1) Refusal to discuss transfer 2) Refusal to discuss nonrenewal of extra-curricular position.	HE Report	1) Rescind action of transfer; 2) Ordered to stop refusing to discuss nonrenewals; Pay teacher extra-curricular amount he would have made, plus interest.	80/708
		Bd Order	Bd adopts HE Report, with modifications-dismisses case.	82/510
DeKalb Co. Central U-80-21-1835/DeKalb	Discriminatorily termination of teachers; good faith discussion.	HE Report Bd Order	No unfair; case dismissed. Bd adopts HE Report.	80/712 82/512
East Chicago, City of U-80-8-4670/Lake	Refusal to bargain availability of new funds; Duty to bargain.	HE Report	Respondent did refuse to bargain in good faith; ordered to place money into neutral account until conclusion of good faith bargaining.	80/716
East Gibson Schs. U-80-3-2725/Gibson	Withholding teacher=s pay due to union activities; Discrimination	HE Report	No unfair committed; complaint dismissed.	80/720
Edinburgh Comm. Schs.	Refusal to discuss nonrenewals	HE Order	Hearing Examiner dismisses part of case as it relates to the Complainant in her individual	80/724

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-80-20-4215/Johnson		HE Report	capacity. Her standing as President does have standing to assert rights. HE Report determines refusal to discuss; ordered to stop and begin discussions of nonrenewals.	80/725
Indianapolis Public Schs. U-80-6-5385/Marion	School appointed to a committee members of two other school employee organizations; not the exclusive representative.	HE Order	Ruling on Motion to Dismiss: Dismisses part about school supporting and/or assisting outside employee organizations; sets hearing for cause of action claim.	80/730
		HE Report	HE dismisses complaint-lack of sufficient evidence.	80/736
		Bd Order	Bd adopts HE Report.	81/351
Indianapolis Public Schs. U-80-29-5385/Marion	Open or public bargaining or tape recording as a condition to engaging in collective bargaining with teachers.	Inter Order	Respondent ordered to stop insisting on open or public bargaining with press and/or tape recording devices present as a condition of bargaining.	80/741
		HE Report	HE recommends interlocutory order becomes permanent.	80/742
Lafayette Sch. Corporation U-80-50-7855/Tippecanoe	Is mainstreaming a Sec. 5 item; Was committee sole instrumentality; Discussion prior to implementation ; Appointment to committees by teachers; Bypass	HE Report	Mainstreaming committee not sole instrumentality; teachers did have input and discussion; case dismissed.	81/352
		Bd Order	Bd adopts HE Report.	81/359
Logansport Comm. Schs. U-80-33-0875/Cass	Failure to discuss change in class work; Duty to discuss when noone requested discussion	HE Report	Respondent did not discuss non-renewal; ordered to reinstate extra-curricular contract; stop failing to discuss.	80/749
Manchester Comm. Schs.	Elimination of extended contracts without	HE Report	HE determines eliminating extended contracts was	80/753

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-80-7-8045/Wabash	discussion; Bypass exclusive representative; Violation of status quo; Laches, waiverand/or acquiescence by teachers	Bd Order Bd Order Bd Order	mandatory subject of bargaining; Ordered to stop refusing to discuss; Ordered to rescind action; Ordered to pay amount equal to 1 week. Bd did reconsider; declined to modify previous ruling. Bd modifies Recommended Order #4. Bd reconsidered decision; no changes.	80/761 80/762 81/360
Manchester Comm. Schs. U-80-37-8045/Wabash	Discussion regarding transfer	HE Report	HE determines exclusive rep had an opportunity to discuss; no unfair committed by school.	80/764
Mitchell Comm. Schs. U-80-23-5085/Lawrence	Refusal to discuss nonrenewal	HE Report Supp Rept	School did refuse to discuss nonrenewal; ordered to stop. Remedy hearing to be held. School refused to discuss; no reinstatement of teacher ordered.	80/771 80/775
Monroe-Gregg Sch. Corp. U-80-36-5900/Morgan	Including exclusive representative on agenda of general meeting of teachers at beginning of school.	HE Report	HE concludes school made a unilateral change in mandatory subject of discussion; did not interfere with association; ordered to stop changing policies without first discussing such changes.	80/780
North Daviess Comm Schs. U-80-52-1375/Daviess	Take-it or leave-it bargaining; refusal to bargaining; interference. Counter-Claim by school: Interference in selection of representative; Coercion	HE Report	School ordered to stop interfering or coercing teachers through questioning of union activities at public meeting; Counter-Claims dismissed.	81/361
Perry Township, MSD U-80-39-5340/Marion	Open bargaining	HE Report	School can raise and discuss issue of open bargaining; actions were not unfair practice.	80/799
Perry Township, MSD		HE Report	HE determines teachers participated in a strike,	80/788

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-80-40-5340/Marion	Work stoppage or strike	Bd Order	which is an unfair; ordered to stop taking part in any strike. Bd adopts HE Report.	80/792
Perry Township, MSD U-80-42-5340(I)/Marion	Change in class size during status quo period.	HE Report	HE dismisses complaint - lack of evidence.	80/793
Perry Township, MSD U-80-42-5340(II)/Marion	Change in class size	HE Report	HE dismisses complaint; school did not refuse to discuss class size.	80/797
Pike Township, MSD U-80-9-5350/Marion	Superintendent called a meeting and read a letter, and distributed same, to teachers.	HE Report Bd Order	HE dismisses case - lack of evidence. Bd adopts HE Report.	80/804 81/373
Rensselaer Central Schs. U-80-28-3815/Jasper	Nonrenewals-refusal to provide information; Refusal to discuss	HE Report Bd Order Bd Order	No unfair committed since school requested authorization from employees indicating disclosure of such information was okay. Bd adopts HE Report. Bd modifies conclusion of law #2; HE Report not affirmed and issues Order.	80/809 81/374 81/375
Triton Sch. Corp. U-80-38-5495/Marshall	Count 1: Bad faith bargaining Count 2: Change of pay dates Count 3: Failure to discuss Count 4: Interference by limiting access	HE Report Bd Order Bd Order	Count 1: Respondent refused to bargain, ordered to stop denying days; Count 2: Return pay dates to interval of two weeks; Count 3: Grant teacher maternity leave and back-pay; Count 4: allow access of teachers during school hours, as long as it does not interfere with class; Stop refusing to discuss. Bd amends conclusions of law. Court remanded case to board for further findings.	80/819 81/377 82/513

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Union County Schs. U-80-54-7950/Union	Refusal to discuss nonrenewal.	HE Report	School did not discuss nonrenewal; Remedy hearing set.	81/379
		Supp Dec	HE orders school to stop refusing to discuss nonrenewals; ordered to compensate teacher.	81/386
		Bd Order	Bd affirms HE Report, with modification to payment to teacher.	82/517
		Bd Order R	Ct remands to Bd; Bd adopts and deletes parts of HE Report; Adds : Sec. 5 of PL 217 does not obligate school employer to discuss nonrenewal of individual teacher with exclusive rep.	84/125
Wabash City Schs. U-80-31-8060/Wabash	Change in working conditions; refusal to discuss	HE Report	School did refuse to discuss changes in working conditions; transfer of teacher was not an unfair.	80/825
Blackford Co. Schs. U-81-52-0515/Blackford	Refusal to discuss transfer	HE Report	School did not commit unfair with respect to duty to discuss.	82/450
		Bd Order	Bd affirms and adopts HE Report.	82/453
Blackford Co. Schs. U-81-54-0515/Blackford	Discrimination, interference due to exercising of teacher rights	HE Report	School ordered to stop interfering,coercing teachers in exercise of their rights; transfer was okay.	82/454
Eagle-Union Comm. Schs. U-81-6-0630/Boone	Reduction in force (RIF)	HE Report	Dismissed-No unfair regarding discussion of RIF policy/procedure; no unfair for not adopting procedure/policy; no unfair for nonrenewing contract.	81/174
Eagle-Union Comm. Schs. U-81-11-0630/Boone	Unilateral change in summer course and unilateral reduction of salaries; did teachers	HE Report	School did refuse to bargain changes in course and salaries; ordered to rescind method of salary	81/178

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	waive rights to bargain and discuss same		computation; ordered to pay teachers based on same formula as past years; ordered to stop taking unilateral action.	
Gary Comm. Schs. U-81-36-4690/Lake	Is policy a grandfathered item under Sec. 5	HE Report Bd Order	School ordered to rescind action; stop refusing to bargain. Bd orders exceptions not filed timely, case dismissed.	81/183 82/458
Hanover Comm. Sch. Corp. U-81-53-4580/Lake	Elimination and/or failing to fill positions; was said action violation of status quo	HE Report Bd Order	No unfair committed; case dismissed. Bd adopts HE Report with modifications.	82/461 82/464
Indianapolis Public Schs. U-81-55-5385/Marion	Denial of outside teacher organization a place to meet.	HE Report Bd Order	HE indicated school had no obligation to provide meeting place; no unfair committed. Bd adopts HE Report.	82/467 82/479
Indianapolis Public Schs. U-81-56-5385/Marion	Use of school facilities.	HE Report Bd Order	No unfair committed; case dismissed. Bd adopts HE Report.	82/471 82/479
Indianapolis Public Schs. U-81-57-5385/Marion	Access to teacher=s mailboxes.	HE Report Bd Order	No unfair refusing access to teacher=s mailboxes by outside organization; Unfair in denying access to bulletin board; stop requiring condition precedent to posting materials. Bd adopts HE Report.	82/474 82/479
Knox Comm. Schs. U-81-20-7525/Starke	Refusal to bargain change in driver=s ed course	HE Report Bd Order	School ordered to stop taking unilateral action without discussion. HE decision is order of Board.	81/189 82/481
Lake Central Schs.	Preconditioning bargaining	Inter Ord	Immediate stop to preconditioning bargaining;	81/195

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-81-9-4615/Lake		Bd Order HE Report	stop allowing persons at bargaining meetings who are not members; no tape recording or transcribing meetings. Bd adopts Interlocutory Order. HE reiterates original order.	81/201 81/202
Lawrence Township, MSD U-81-50-5330/Marion	Refusal to bargain extended contracts	HE Report Bd Order Bd Order Bd Order	School did not commit unfair. Bd adopts HE Report. Ct remands to Bd; Bd finds Respondent did not commit unfair by refusing to bargain or discuss extended contract. Bd, with court order, finds employer failed to bargain extended contract.	82/482 82/486 84/123 85/173
Maconaquah Sch. Corp. U-81-1-5615/Miami	Discontinue dues deduction; causing intewrference and disparate treatment.	HE Report	HE dismisses complaint; disparate treatment does not constitute unfair.	81/205
Manchester Comm. Schs. U-81-8-8045/Wabash	Refusal to discuss nonrenewal	HE Report Bd Order	HE orders school to stop refusing to discuss nonrenewals; compensate teacher who was nonrenewed; rescind action. Bd adopts all except Recommended Order, which was modified by Board.	81/209 82/487
Manchester Comm. Schs. U-81-24-8045/Wabash	Was issuance of press release bad faith bargaining?	HE Report	Teachers did not violate duty to bargain; case dismissed.	81/217
Manchester Comm. Schs. U-81-42-8045/Wabash	Refusal to discuss changes in schedule	HE Report	School did not refuse to discuss changes.	82/488
Merrillville Comm. Sch. Corp.	Refusal to discuss nonrenewals;	HE Report	Unfair when school cancelled teaching contract;	82/492

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-81-34-4600/Lake	discrimination; docking of pay.	Bd Order	unfair when school refused retroactive compensation. Bd denies petition to present new evidence; adopts HE Report with modifications.	82/498
Mt. Vernon, MSD U-81-2-6590/Posey	Unilateral change; refusal to discuss policy	HE Report Bd Order	No unfair; case dismissed. Bd adopts HE Report.	81/224 81/228
Mt. Vernon Comm. Schs U-81-12-3135/Hancock	Refusal to discuss nonrenewals	HE Report	School did not refuse to discuss nonrenewals; case dismissed.	81/229
Nettle Creek Schs. U-81-23-8305/Wayne	Refusal to discuss and bargain salary, hours, and curriculum for summer program.	HE Report Bd Order	No unfair regarding changes; case dismissed. Bd adopts HE Report.	81/235 82/500
New Castle Comm. Schs. U-81-25-3445/Henry	Refusal to discuss nonrenewals; Refusing to discuss evaluation plan.	HE Report Supp Dec Bd Order	School did not discuss nonrenewals; School did not discuss changes in evaluation form. Remedy hearing set. HE ordered school to stop refusing to discuss nonrenewals; rescind nonrenewal of teacher contract; pay teacher amount. Bd grants teachers motion to withdraw.	81/242 81/251 82/501
New Castle Comm. Schs. U-81-35-3455/Henry	Refusal to discuss curriculum change; Refusal to discuss teaching selection/assignment.	HE Report Bd Order	School ordered to discuss curriculum changes; Ordered school to compensate teachers effected by change. Bd adopts HE Report with modifications.	81/256 82/502
North Vermillion Schs. U-81-27-8010/Vermillion	Refusal to discuss new evaluation procedures; Application of new standards to teacher	HE Report	School ordered to stop taking unilateral action.	81/267

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	causing nonrenewal.			
Southern Hancock Co. Schs. U-81-14-3115/Hancock	Refusal to bargain salary changes; Refusal to discuss curriculum revision; Refusal to discuss deletion of positions from extra-curricular schedule.	Dismiss Part HE Report	HE dismisses Count II regarding deletion of Student Council Sponsor position. HE orders school to rescind action regarding pay rate; Ordered school to pay drivers ed teachers.	81/273 81/274
Steuben Co., MSD U-81-7-7615/Steuben	Nonrenewals; RIF policy/procedure	Inter Order Bd Order HE Report Bd Order	HE denies Interlocutory relief; failure to establish case. Bd confirms denial of interlocutory relief. HE determines school did not refuse to discuss/bargain reduction in force policy; case dismissed. Bd adopts HE Report.	81/281 81/284 81/285 82/504
Steuben Co., MSD U-81-22-7615/Steuben	Nonrenewals; RIF policy; Bypass	HE Report	Case dismissed with one exception; School ordered to discuss nonrenewals.	81/290
Vigo Co. Schs. U-81-16-8030/Vigo	Creating new position; Reorganization of staff.	HE Report	Rescind action of staff reorganization plan; stop transferring teachers to non-bargaining unit positions without first bargaining such; stop changing working conditions without discussion first; stop changing duties without discussion.	81/295
Vigo Co. Schs. U-81-17-8030/Vigo	Duty to discuss school (building) closings.	HE Report	HE determined school did not commit unfair with respect to duty to discuss; case dismissed.	81/300
Wabash Co., MSD U-81-3-8050/Wabash	Emergency school closing policy	HE Report	School did change school emergency plan without discussion; ordered to bargain salary and hours	81/305

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			relating to closings; ordered to pay teacher for day.	
Wabash Co., MSD U-81-18-8050/Wabash	Unilateral change in salary and curriculum of summer driver=s ed program; waive right to bargain and discuss same	HE Report	School did refuse to bargain; Ordered to rescind action; compensate teacher.	81/313
Westfield-Washington Schs. U-81-13-3030/Hamilton	Refusal to discuss nonrenewals; what remedy can be sought	Dismiss Part HE Report Bd Order	HE dismisses Count II. School ordered to stop refusing to discuss nonrenewals; Rescind action; reinstate coach. Bd adopts HE Report with modification.	81/321 81/322 82/508
Westfield-Washington Schs. U-81-40-3030/Hamilton	Assignment changes; salary changes	HE Report	HE orders school to stop refusing to discuss changes; Stop failing to provide information.	81/329
Whitko Comm. Schs. U-81-39-4455/Kosciusko	Bargaining an illegal salary proposal; by-pass exclusive representative; unilateral change of grandfathered items	HE Report	School did refuse to bargain; did by-pass exclusive representative; HE orders School to bargain in good faith.	81/335
Adams-Wells Sp Ed U-82-23-8455/Wells	Adoption of computer payroll system - change in working condition	HE Report	HE determined School offered to discuss with teachers; School didnt commit unfair.	82/361
Alexandria Comm. Sch. Corp. U-82-13-5265/Madison	Reduction in force - refusal to discuss	HE Report	School refused to discuss non-renewals with teachers; did discuss RIF with teachers. HE ordered discussion of non-renewals.	82/361
Attica Cons. Sch. Corp. U-82-17-2435/Fountain	Discussion of non-renewal	HE Report	School attempted to discuss prior to action; HE orders no unfair practice regarding discussion.	82/371
Baugo Comm. Sch. Corp. U-82-9-2260/Elkhart	Violation of status quo; by-pass exclusive rep; interference with Association.	HE Report	School committed unfair by failing and refusing to implement disability and dental insurance per	82/375

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
		Bd Order Bd Order R	status quo; School refused to bargain, thereby bypassing Association; School did not commit unfair by restricting Association communication in classrooms. HE orders cease and desist; pay all dental and disability claims which arose during status quo. Bd modifies HE recommended order. Ct remanded case to Bd; Bd adopts HER except Conclusion of Law 2 and Recommended Order 2, and order replacement paragraphs.	83/224 84/120
Decatur Township, MSD U-82-16-5300/Marion	Change of teacher days - working condition; refusal to discuss.	Inter Order Bd Order HE Report	No irreparable harm; interlocutory not granted. Bd adopts recommendation - no interlocutory relief. HE determined School refused to discuss change in calendar that affected working condition regarding student contact time at end of school; School did not refuse to bargain salary or hours by changing work assignment of teachers last 2 days of school.	82/386 82/389 82/390
Decatur Township, MSD U-82-31-5300/Marion	Refusal to discuss non-selection of department chair; was non-selection discriminatory; refusal to discuss general policies and practice concerning said selection.	HE Report	HE concludes School did not commit any unfair practices.	82/394
Fayette Co. Sch. Corp.	Refusal to discuss and bargain personnel policies prior to adoption.	HE Report	HE concluded School did not refuse to discuss; School did refuse to bargain by unilateral adoption	82/398

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-82-15-2395/Fayette	policies prior to adoption.		of personnel policies.	
Maconaquah Sch. Corp. U-82-12-5615/Miami	Refusal to bargain salary of summer pool director.	HE Report	HE orders School to stop refusing to bargain salary for teachers employed in summer programs.	82/410
		Bd Order	Bd remands case to HE for further findings.	82/414
		HE Report R	HE orders School to bargain salary for summer pool director; cease and desist refusing to bargain salary for teachers employed in summer programs.	83/225
		Bd Order	Bd approves Findings of Fact and conclusions; School ordered to stop refusing to bargain salary.	83/230
		Bd Order-R	Case remanded from Marion Co Superior Court. Board adopts Findings of fact and Conclusions of Law of HE Report dated April 26, 1983. Orders School to stop refusing to bargain salary of summer pool director; orders to bargain the salary for each year it has refused to do so with Association.	84/122
		Bd Order-R	On remand from court, Board determines there is no duty to bargain the salary of summer pool director as no state license is required for that position; therefore, no unfair committed. Case dismissed.	95/249
Madison Area Ed. SSU U-82-5-4005/Jefferson	Was School a Aschool employer≡ as defined by the Act? Refusal to bargain with exclusive representative.	HE Report	HE determines School is Aschool employer≡ as defined by Act; ordered to cease and desist from refusing to bargain with exclusive representative.	83/231
		Bd Order	Bd affirms and adopts, modified order.	83/233
Madison Area Ed. SSU	Discriminatory non-assignment due to union		HE determined School did not discriminate due to	

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-82-21-4005/Jefferson	activities.	HE Report	union activities by not assigning her to previously held position. Case dismissed.	83/234
Munster, Sch. Town of U-82-20-4740/Lake	Refusal to bargain and refusal to discuss when School declined to specify encumbrances.	HE Report	HE dismissed refusal to bargain claim prior to writing report. School did not commit unfair when it refused to specify general fund encumbrances.	82/416
North Daviess Comm. Sch. Corp. U-82-11-1375/Daviess	Complainant failed to comply with discovery order; refusal to produce documents; ignored subpoena request	HE Report	School filed motion to dismiss for failure to comply with subpoena requests; HE grants motion to dismiss.	82/419
Southeastern Sch. Corp. U-82-25-0815/Cass	Does IEERB have jurisdiction regarding bargaining reopener provision; duty to bargain.	HE Report	IEERB has jurisdiction. School did not commit unfair of refusing to bargain.	82/426
Western Boone Comm. Sch. U-82-2-0615/Boone	Did School interfere with, restrain, and/or coerce 9 teachers by lowering their evaluations because the teachers petitioned school board to redress their grievances?	HE Report	School did commit unfair by lowering evaluations. HE orders School to cease and desist; Orders School to rescind and destroy all written materials, wherever they are, relating to evaluations of these 9 teachers.	82/437
Westfield-Washington Sch. Corp. U-82-6-3030/Hamilton	Discrimination due to Association activities	HE Report	School committed unfair when it offered a part-time contract to teacher; while offering full-time to another. Nod iscrimination. HE orders School to offer full-time contract to part-time teacher.	82/446
Boone Twp. of Porter Co. U-83-15-6460/Porter	Interfering, restraining, and/or coercing employees in exercise of their rights	HE Report	HE orders school to cease and desist from interfering; cease and desist in formation and administration of union; ordered to remain neutral	83/89

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
		Bd Order	in its actions concerning rival organizations. Bd denies Petition for Enforcement.	83/94
East Allen Co. Sch. Corp. U-83-32-0255/Allen	Change in working condition of coaches - change practice time for football team	HE Report	School did discuss heat emergency plan with union; no unfair committed. Case dismissed.	83/95
East Allen Co. Sch. Corp. U-83-33-0255/Allen	Change in teaching assignments, building transfer without discussion.	HE Report Bd Order	School refused to discuss transfer; transfer did interfere with association activities. Cease and desist refusing to discuss transfers. Bd modifies HE Report.	83/95 84/89
(Fort Wayne Comm. Sch. Corp.) Independent Educators of FW and FW Education Association U-83-3-0235/Allen	1) Is doctrine of laches applicable? 2) Dismiss IEFW? 3) Did FWEA breach duty of representation when membership was a criteria to select teachers to joint committees?	HE Report	1) Amended complaint is dismissed - guilty of laches. 2) FWEA owes no duty of fair representation to another labor organization, i.e. IEFW. 3) FWEA did not breach duty of fair representation in selecting committee members. 4) FWEA did not commit unfair practices.	83/103
Fort Wayne Comm. Sch. Corp. U-83-24-0235/Allen	1) Is staffing of computer program mandatory subject of bargaining? 2) Was an unfair when school did not implement computer program by not staffing with bargaining unit employees and not provid in-service training? 3) Did action of #2 above repudiate what was bargained, resulting in bad faith bargaining? 4) Unfair when Association declared impasse on computer staffing?	HE Report Bd Order	1) Staffing proposal of Association is not mandatory subject. 2) No unfair due to not staffing program. 3) School did not refuse to bargain in good faith. 4) FWEA did not commit unfair when it impasse the staffing provision. Complaint and Counterclaim are dismissed. Bd affirms and adopts HE Report.	83/113 84/91

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	5) Did association fail to bargain in good faith by filing this ULP in light of Fact-Finder=s recommendatiions on computer program?			
Gary Comm. Sch. Corp. U-83-25-4690/Lake	Grandfathered subjects? Did implementation change those subjects without bargaining?	HE Report	School ordered to cease and desist from implementing observation/evaluation program. Rescind action; turn over all written evaluations. Bd adopts Findings of Fact; modifies paragraph 1 of Recommended Order.	83/122
		Bd Order		84/92
Hamilton Southeastern Corp. U-83-10-3005/Hamilton	Status quo - 1/2 year increments	HE Report	Unilateral change in status quo - ordered to cease and desist from refusing to bargain. Observe status quo unless bargained with association and reached an agreement to change.	83/129
Highland, Sch. Town of U-83-8-4720/Lake	Refusal to discuss change in curriculum	HE Report	No unfair - Case dismissed.	83/132
Kankakee Valley Sch. Corp. U-83-5-3785/Jasper	Refusal to bargain maternity and sick leaves	HE Report	Unilateral change in maternity and sick leave without discussion; orders expenses reimbursed to two teachers.	83/135
		Bd Order	Bd modifies, adopts, deletes, and adds to HE Report.	84/93
		Bd Order	Bd grants, in part, Joint Motion for Order Vacating all proceedings before IEERB; Complaint withdrawn; Orders all discussions, conclusions of law, findings of fact, and orders, including final Order of IEERB (9-20-84) are vacated and rendered of no force or effect.	87/148

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LaPorte Comm. Sch. Corp. U-83-31-4945/LaPorte	Change of start and end time without discussion	HE Report Bd Order	School did not bargain; rescind action and discuss. Bd affirms and adopts HE Report.	83/143 84/105
Maconaquah Sch. Corp. U-83-20-5615/Miami	Refusal to bargain summer band program.	HE Report	School did not refuse; relied on past practice. Case dismissed.	83/150
Marion Comm. Sch. Corp. U-83-13-2865/Grant	Unilateral change in class size; change in supervision assignments and lunch periods in high school.	HE Report	School did not change class size policies; failed to discuss supervision and working conditions. Ordered to rescind unilateral action and to discuss.	83/154
Merrillville Comm. Sch. Corp. U-83-37-4600/Lake	Change in groupings violate duty to discuss? By-pass exclusive rep by soliciting ideas from teachers?	HE Report Consent Ord	HE determined there was refusal to discuss prior to implementation; interfered in the exercise of teacher=s rights; by-passed exclusive representative in discussion. HE orders School to cease and desist refusing to discuss, stop interfering with Sec. 6 rights; rescind change in discussable items, but ordered to continue operating under change until properly discussed; which must happen within 30 days of this report. Bd adopts Findings of Fact; modifies order.	83/157 84/106
Michigan City Area Schs. U-83-1-4925/LaPorte	Association communicated directly with school board members, resulting in: 1) interference in selection of school=s bargaining representative; 2) by-pass and undermine bargaining representative; 3) Refusal to bargain collectively;	HE Report Bd Order	HE determines there was no unfair practice; case dismissed. Bd approves HE Findings of Fact and Conclusions of Law; Complaint is dismissed.	83/163 83/169

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	resulting in failing or refusing to bargaining in good faith.			
Michigan City Area Schs. U-83-2-4925/LaPorte	School=s direct communication with teachers; by-pass and interference.	HE Report Bd Order	HE determined School did interfere - ordered to cease and desist. Bd approves HE Report.	83/170 83/174
Mississinewa Comm. Sch. Corp. U-83-11-2855/Grant	Use of School mail; use of building for meetings for other teacher organization. UniServ Director discriminated.	HE Report	HE ordered School to not allow other organization use of facilities; restore access to buildings to UniServ Director.	83/175
Mitchell Comm. Sch. Corp. U-83-14-5085/Lawrence	Driver=s Ed summer salary	HE Report Bd Order	HE ordered compensation; cease and desist; rescinding method of salary; stop refusing to bargain. Bd adopts Findings of Facts; amends Recommended Order.	83/179 84/109
Mt. Pleasant Twp. Sch. Corp. U-83-16-1910/Delaware	Reduction-In-Force (RIF) policy	HE Report	HE determined there was no unfair when the School subtracted unpaid maternity leave time to determine seniority under RIF policy. Case dismissed.	83/184
Muncie Comm. Sch. Corp. U-83-4-1970/Delaware	Discussion of transfer	HE Report	HE determined there was no unfair practice; case dismissed.	83/188
New Prairie United Sch. Corp. U-83-28-4805/LaPorte	Discussion of start time	HE Report Bd Order	HE determined unilateral change was a refusal to discuss; ordered to cease and desist. Bd grants Motion to Withdraw; case dismissed.	83/193 84/111
New Prairie United Sch. Corp. U-83-38-4805/LaPorte	Discriminatory refusal to hire to full-time wife of teacher=s chief negotiator.	HE Report	HE determined School did discriminate when considered employment of wife; ordered School to	83/198

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	CO (Compliance Officer): Did the School consider objectively consider wife in the next full-time teaching position for which she is licensed?	Consent Ord CO Report Bd Order	offer next position she qualifies for; ordered to cease and desist. Bd adopts Findings of Fact; ordered to consider objectively the wife for position. CO determined School did consider her objectively for employment; recommends Petition for Enforcement be dismissed. Bd adopts CO recommendation; case dismissed.	84/112 86/158 86/166
New Prairie United Sch. Corp. U-83-41-4805/LaPorte	Bargain in good faith.	HE Report	HE determined no unfair committed. Case dismissed.	83/205
Northwestern Henry Sch. Corp. U-83-19-3435/Henry	Parties agree school refused to bargain calendar. Question is whether they were required to bargain - was issue grandfathered?	HE Report Bd Order HE Report on Remand Bd Order	Calendar is mandatory subject. Cease and desist refusing to bargain. Bd modified HE Report; no unfair committed. HE determined School refused to bargain certain items with union, specifically reporting time, dates for teachers only, and length of grading periods. Bd affirms and adopts most of HE report; modifies some items.	83/210 84/115 86/167 86/173
Speedway City Schs. U-83-34-5400/Marion	School implemented 3 new positions during status quo without prior notice to Association.	HE Report Bd Order	HE orders school to discuss, and bargain. Cease and desist refusing and unilaterally changing status quo items. Bd adopts and modifies HE Report.	83/215 84/117
Wayne Township, MSD U-83-36-5375/Marion	Unilateral change in mandatory subject of bargaining.	HE Report	HE ordered school to cease and desist making changes; stop failing or refusing to comply with other statutory bargaining obligations.	83/221

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Anderson Sch. Corp. U-84-35-5275/Madison	Failure or refusal to bargain mandatory subject; school negotiated directly with teacher.	HE Report	HE orders School to cease and desist from bargaining with individual teacher instead of with association.	85/109
Cloverdale Comm. Sch. Corp. U-84-24-6750/Putnam	1. Refusal to discuss in adopting and implementing a handbook; 2. School adopted curriculum revisions and changed graduation requirements without discussion.	HE Report	HE orders School to cease and desist refusing to discuss with association; rescind handbook.	84/46
Madison Area SSU U-84-30-4005/Jefferson	Refusal to bargain salary and insurance items.	HE Report Bd Order	HE - Stop refusing to bargain. Bd affirms and adopts HE Report.	84/64 85/141
Madison Area SSU U-84-30A-4005/Jefferson	Refusal to discuss working conditions, specifically a payroll problem.	HE Report Bd Order	HE orders School to stop refusing to discuss. Bd adopts HE Report.	84/67 85/142
Michigan City Area Schs. U-84-48-4925/LaPorte	School failed to bargain release times; status quo.	HE Report	School did fail to bargain; cease and desist; school did not violate status quo.	85/143
New Albany-Floyd Co. Cons. U-84-3-2400/Floyd	1. School solicited input from teacher regarding school calendar prior to contacting union; 2. School released a Status Report on bargaining to the media; 3. School held question and answer sessions with teachers about bargaining status without notifying union.	Inter Rel HE Report	Failure to establish reason. HE determined there was an intent to by-pass exclusive representative; unfair to distribute Status Report into teacher's school mailboxes; unfair to discuss bargaining with teacher without union's knowledge; ordered School to stop refusing to engage in good faith bargaining; stop interfering with teacher rights.	84/70 84/73

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
		Bd Order	Bd modified and adopts HE Report.	84/84
Perry Twp., MSD U-84-19-5340/Marion	School adopted and changed time and graduation requirements.	HE Report	HE determined no unfair of refusing to discuss change in working conditions; or by sending letter to all certificated employee. Cease and desist.	84/57
		Bd Order	Pursuant to Rule 322.1, Bd adopts HE Report.	85/114
Porter Twp. U-84-45-6520/Porter	Refusal to discuss multiple items.	HE Report	HE determined School did refuse to discuss some items; did not refuse to discuss other items.	85/149
Shakamak, MSD U-84-41-2960/Greene	Created coaching position without discussion; assigned teacher to coaching position without discussion or bargaining.	HE Report	School ordered to cease and desist creating positions without discussion; stop refusing to bargain salary of new position.	85/115
Southeast Fountain U-84-47-2455/Fountain	Complaint: 1. Interference, restraint and coercion of employees when school interrogated individual teachers who signed letter; 2. Impermissible communication during bargaining when school interrogated teachers? Cross-Complaint: 1. Did Association by-pass School when it mailed letter to Board Members? 2. Was said action refusal to bargain in good faith? 3. Did said action interfere, coerce, or restrain School in selection of bargaining representative?	HE Report	Complaint: Was an unfair practice when School interrogated individual employees about bargaining topics; Was an unfair for said interrogation which resulted in impermissible employer communication during the bargaining process. HE ordered cease and desist from interfering with employee rights; stop interrogating teachers about subjects of bargaining. Cross-Complaint: Association did not commit unfair in sending a letter to board members. Cross-complaint dismissed.	85/157

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Speedway, Sch. Town of U-84-42-5400/Marion	Refusal to discuss calendar.	HE Report	HE determined no unfair committed when School adopted school calendar. Case dismissed.	85/167
Washington Twp., MSD U-84-27-5370/Marion	NOTE: 5 of 8 issues resolved prior to hearing. 1. Refusal to bargain calendar; 2. By-pass by bargaining extracurricular pay directly with teachers; 3. Implementation of student expulsion/discipline program without discussion.	HE Report Bd Order	HE determined no unfair; case dismissed. Bd modified HE Report; Counts 1 and 2 dismissed; ordered School to stop refusing to discuss program with exclusive representative.	85/120 85/139
Crown Point U-85-38-4660/Lake	Did School fail or refuse to provide meaningful input concerning Prime Time? Did the School bypass Association by conducting meeting with kindertgarten teachers?	HE Report	HE determined School failed to provide meaningful input; therefore, committed an unfair; School did not commit unfair by meeting with teachers. HE ordered School to stop failing to provide meaningful input.	86/103
DeKalb Co. Eastern U-85-17-1805/DeKalb	1. Is Respondent Cooperative a Aschool employer≡ as defined by the Act?	HE Report	HE determined IEERB has not certified an exclusive representative for this Cooperative; Individual has no standing to assert rights of teachers; no unfair as there was no exclusive representative, hence, no duty to bargain. Case dismissed	86/111
Eagle-Union U-85-14-0630/Boone	Bad faith bargaining by accepting concessions for removing make-up provision from agreement, then adopting a calendar which effectively reinstituted the provision.	HE Report	HE determined School did not bargain in bad faith; case dismissed.	85/60

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Highland, Sch. City of U-85-11-4720/Lake	Which items of 1972-73 should be considered mandatory items of bargaining; if so, was adoption of calendar without bargaining an unfair?	HE Report	HE determined total number of teacher contract days and daily number of hours in work day are mandatory subjects of bargaining; HE lists items which are mandatory subjects pursuant to grandfather proviso; School did commit unfair by adopting calendar and not discussing listed items. HE ordered School to stop refusing to bargain listed items of school calendar.	85/63
		Bd Order	Bd modifies HE order by shortening the list of mandatory subjects of bargaining regarding the calendar.	86/117
Lake Central U-85-39-4615/Lake	Did the School commit an unfair by holding a grievance hearing in public over protest of the Association?	HE Report	HE determined School did not commit unfair; case dismissed.	86/122
Liberty-Perry U-85-20-1895/Delaware	General issue: Did the School bargain in good faith the agreement for 1984-87; and whether the School=s conduct indicated bad faith through its implementation of said agreement.	HE Report	HE determined School did not commit unfair of refusal to bargain in good faith.	86/127
Monroe-Gregg U-85-15-5900/Morgan	Did Association commit unfair of bargaining in bad faith when bargaining team presented its salary proposal to Board?	HE Report	HE determined Association did not bargain in bad faith; no unfair; case dismissed.	86/138
Monroe-Gregg U-85-19-5900/Morgan	1. Did School bypass and refuse to bargain in good faith with Association? 2. Did School refuse to discuss budget appropriations?	HE Report	HE determined School did bypass Association by bargaining with individual members of bargaining unit; did not commit unfair of refusing to discuss budget appropriations.	86/141

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Monroe-Gregg U-85-33-5900/Morgan	Interference, restraining, and coercion of teachers in exercise of their rights.	HE Report	HE determined School did interfere with teacher rights; School did commit unfair by assisting in the administration of and contributed support to the MGPE (not the exclusive representative); School ordered to stop; ordered the representation election to be stayed until a successor collective bargaining agreement between the parties is ratified.	86/145
New Prairie U-85-09-4805/LaPorte	I. Was the School=s action of rescheduling all elementary school morning activities due to teacher=s filing a grievance constitute retaliation for the exercise of employee=s rights?	HE Report	HE determined no unfair or retaliation by rescheduling morning activities; no unfair by implementing a change due to rescheduling during the winter months; did not refuse to discuss when a plan was implemented. Case dismissed.	85/76
	II. Was said rescheduling a unilateral change in a mandatory subject of discussion or bargaining?	Bd Order	Bd modified Discussion section; adopts HE conclusions of law and recommended order; case dismissed.	86/150
Northwest Allen U-85-29-0225/Allen	Was distribution of personalized copies of a letter to its employees constitute interference in exercise of employee rights?	HE Report	HE determined was an unfair; ordered to cease and desist.	86/152
Pike, MSD U-85-28-5350/Marion	Was distribution of ASchool Board Review≡ regarding bargaining offer an unfair?	HE Report	HE determined it was not an unfair by distributing the Review using school mailboxes.	85/71
Porter Co. Spec. Ed. U-85-02-6455/Porter	1. Does IEERB has jurisdiction over controversies? 2. Are terms and conditions of employment	HE Report	HE grants Teachers motion that portions of the testimony should be deemed inadmissible because they were parol evidence.	85/84

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	<p>applicable to psychologists; if so, how many hours work each day?</p> <p>3. By implementing its interpretation of the agreement=s hours provision, did School fail or refuse to bargain?</p> <p>4. By notifying psychologists of interpretation of Agreement=s hours provision, did School bypass Association?</p>		HE determined School did commit unfair by changing length of work day; School did not bypass Association by notifying psychologists of decision to implement its interpretation. School ordered to stop implementing unilateral change.	
Rensselaer U-85-07-3815/Jasper	<p>1. Unilateral adoption of incentive plan</p> <p>2. Bypass when School distributed letter detailing incentive plan to teachers.</p>	HE Report	School committed unfair by adopting incentive plan. No unfair to distribute letter.	85/94
Tippecanoe Valley U-85-18-4445/Kosciusko	<p>1. Were one teacher=s change in evaluation process, assignment to 10-month position and change of duties result of Association activity?</p> <p>2. Were said changes of working condition; if so, was there a duty to discuss?</p> <p>3. AFlex-time≡ hours a mandatory subject of bargaining? If so, did Association waive its right to bargain?</p>	HE Report	HE determined new changes not a result of Association activity, no unfair committed; no discrimination due to prior involvement in unfair case; no duty to discuss change in working conditions; School committed unfair when unilaterally changed hours; no interference. HE ordered School to stop implementing unilateral action regarding hours.	85/98
East Chicago, Sch. City of U-86-21-4670/Lake	<p>1. Change of practice paying teachers when they engage in union business;</p> <p>2. Discrimination against 3 complaining teachers because they filed and pursued civil action;</p>	HE Report	HE determined School did not commit unfair practice by withholding pay. Case dismissed.	87/102

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	3. Violation of teacher rights			
Huntington Co. Comm. Schs. U-86-19-3625/Huntington	Upon entering Settlement Agreement and withdrawal of unfair case, can teachers prosecute that original unfair case?	HE Report	HE determined Settlement Agreement operated to bar Association from prosecuting the original unfair case. Case dismissed.	86/68
Southwest Allen Schs. U-86-05-0125/Allen	Adoption and implementation of revised curriculum policy, with a provision superintendent can select teachers on committees.	HE Report	HE determined no unfair committed. Case dismissed.	86/71
Union Township Sch. Corp. U-86-20-6530/Porter	1. Jurisdiction - Can IEERB determine unfair where allegations concern picketing of businesses where School board members work; picketing homes, and communicating to Steelworkers that a School board member should be dropped as a union steward for Steelworkers? 2. Picketing - Was activity illegal secondary economic pressure and sufficient to be an unfair? 3. Was approaching Steelworkers regarding dropping union steward violation of Act? 4. Was picketing of homes an unfair?	HE Report	HE determined no unfair committed. Complainants stated no claim under which IEERB can grant relief. Respondent=s Motion to Dismiss granted.	86/74
		Bd Order	Bd does NOT GRANT Motion to Dismiss; remand case to HE to fully develop the factual record and then decide whether or not unfairs were committed.	86/93
		HE Report on Remand	HE determined School has no standing to assert a claim that picketing was illegal, secondary economic pressure. No unfair to peacefully picket outside of homes and places of employment. Complaint is dismissed.	87/ <u>106</u>
		Bd Order	Bd grants School=s Motion to Withdraw Exceptions. Case dismissed.	87/ <u>140</u>
Western Boone U-86-14-0615/Boone	Refusal to discuss teacher evaluation.	HE Report	HE determined School did refuse to discuss proposed teacher evaluation; rescind action of	86/94

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			adopting teacher evaluation instrument; stop refusing to discuss.	
Blackford Co. Schs. U-87-09-0515/Blackford	1. Refusal to bargain stipend when teacher directed to assist students prepare art work for entry. 2. Refusal to discuss job responsibility of same teacher? 3. Recommendation to not reappoint said teacher as head of Art Department reprisal?	HE Report	HE determined School did not create a new position; therefore, no unfair committed. School had no duty to discuss changes; School did not change teacher=s job responsibilities; School did not discriminate; School did not interfere or coerce Association. Complaint dismissed.	87/33
Crown Point Comm. U-87-15-4660/Lake	Request to defer to arbitration. Arbitrator=s award operates as a bar to this unfair claim. Issue: Did School violate agreement.	HE Report Bd Order	HE determined School committed an unfair by adopting school calendar which required teachers to work 180 days instead of 179. Ordered status quo until agreement can be reached. No specific remedy due to the Association. Bd affirms and adopts HE Report.	87/44 88/70
Decatur Twp., MSD U-87-04-5300/Marion	Were cancellations of discussion meetings refusal to discuss? Refusal to discuss by depriving Association of opportunity to gather discussion-related input from teachers on school days? Teachers filed Verified Petition for Enforcement.	HE Report CO Report	HE determined School did not refuse to discuss by cancelling meetings; no unfair by telling teachers how to schedule meetings in the future; unfair by refusing to allow teachers to gather input; no unfair by stating its perception of how discussion process should work. HE ordered to rescind action adopting revisions in Discipline Code; ordered to stop refusing to discuss. CO determined School failed to comply with action of adopting revisions of code; School did comply with refusal to discuss. Grant Petition for	87/56 87/66

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
		Bd Order	Enforcement addressing rescission. Bd grants parties motion to withdraw.	88/71
Decatur Twp., MSD U-87-08-5300/Marion	Is Behavior Change Program a mandatory subject of discussion? If so, did School commit unfair by implementing the program without discussion.	HE Report	HE determined Program is mandatory subject; School failed to discuss the program prior to implementation. HE ordered School to rescind its action and to stop refusing to discuss.	87/71
		Bd Order	Bd grants parties motion to withdraw.	88/71
Frankfort Comm. U-87-02-1170/Clinton	1. Should IEERB entertain complaint since School adopted Veterans Day policy but has not yet implemented it yet? 2. Did School refuse to bargain increased teacher attendance days? 3. Did School precondition offer to bargain by insisting that bargaining be limited to calendar issue and thus refuse to bargain with Association?	HE Report	HE determined IEERb should entertain complaint since it was adopted; School committed unfair by increasing number of days; School committed unfair by insisting bargaining be restricted. HE ordered School to rescind adoption of calendar; stop refusing to bargain teacher attendance and whether there will be a paid holiday; stop preconditioning bargaining.	87/50
Michigan City Area Schs. U-87-13-4925/LaPorte	Count 1 dismissed at hearing. 2. Bypass Association by bargaining with individual teachers concerning pay for drivers education. 3. School discriminated against certain teachers for not waiving their rights.	HE Report	HE grants motion to withdraw Count 1. Unfair when School discriminated against employees; no refusal to bargain by bypassing Association regarding drivers education. HE ordered School to stop discriminating against employees.	87/96
Washington Twp., MSD U-87-03-5370/Marion	School appointed a school employee to committee.	HE Report	HE determined School did commit unfair; ordered to stop appointing employees to serve on textbook adoption committees.	87/79

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Washington Twp., MSD U-87-10-5370/Marion	Refusal to bargain salary, wages, hours, or wage-related benefits by offering 2 phases of wellness program to employees.	HE Report	HE determined School committed unfair by implementing and paying for wellness program from funds used to offset future rate increases in health insurance; Ordered to stop refusing to bargain; ordered to stop implementing program without bargaining; ordered to bargain in good faith.	87/89
		Bd Order	Bd writes Findings of Fact, Discussion, Conclusion of Law and Order. Bd determined wellness program is a wage related benefit; School refused to bargain program; ordered School to bargain in good faith.	88/72
Crawford Co. U-88-20-1300/Crawford	Was School=s adoption of calendar 1. Refusal to bargain; 2. bypass the Association; and 3.adoption of 3 Aoptional≡ teacher workdays in excess of 180 mandatory workdays a violation of the Act?	HE Report	HE determined School committed unfair by adopting calendar containing an additional workday; no unfair by increasing number of student days; bypassed Association by communicating with teachers concerning 3 additional workdays; adoption of calendar an unfair. HE ordered School to rescind calendar that pertains to 3 optional workdays; stop refusing to bargain with Association.	88/33
		Bd Order	Bd	89/86
Eastbrook Comm. U-88-23-2815/Grant	1. Does IEERB have jurisdiction? 2-a If express terms of Revised Agreement are controlling, to they require teachers to work less than 184 days?	HE Report	HE determined IEERB does have jurisdiction. Regardless of how the Revised Agreement is interpreted, teachers will be required to work 180 days. School did commit unfair by adopting	89/87

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	2-b If the Revised Agreement is interpreted with the aid of parol evidence, are the teachers required to work less than 184 days? 3. By adoption of calendar, did School refuse to bargain with Association?	Bd Order Bd Order	calendar. HE ordered rescind calendar that pertains to excess workdays; stop refusing to bargain an increase in workdays. Bd affirms and adopts Recommended Order. Bd corrects first Order and affirms and adopts HE Findings of Fact, Conclusions of Law, and Recommended Order.	89/100 89/101
Lafayette U-88-22-7855/Tippecanoe	Refusal to discuss working conditions, specifically teacher evaluation plan.	HE Report Bd Order	HE determined School committed unfair when it changed teacher evaluation system without discussion. HE ordered rescind and withdraw new staff performance evaluation plan; stop refusing to discuss plan in detail. Bd affirms and adopts HE report with one minor change to Discussion.	89/102 89/108
Logansport Comm. U-88-24-0875/Cass	School appointed 4 teachers additional duties, including evaluating other teachers. Said action raised unfair claims: 1. Refusal to bargain; 2. Bad faith bargaining; 3. Interference, restraint, and coercion of employees of their rights; 4. Refusal to discuss.	HE Report Bd Order	HE determined School did not discuss assignment of evaluation duties to one teacher; School did discuss the other 3. No bad faith bargaining; no interference, restraint, or coercion. Assignment of evaluation duties did not change their status as Aschool employees≡ within the meaning of the Act. Bd adopts and affirms HE Report.	89/109 90/180
Muncie Comm. Schs. U-88-09-1970/Delaware	Adoption of calendar by School. Was this refusal tobargain? Was this bypass?	Inter Rel	School did commit unfair by continuing to use calendar after it was aware that this was misunderstood. Parties need to continue to bargain in good faith all Section 4 items.	88/45

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	Was this violation of Section 12(e) of Act?	Bd Report/ Order	Bd determined was an unfair to adopt calendar; unfair of communicating directly with teachers about workdays, bypassing exclusive rep; School did not commit unfair by adopting calendar. Ordered to stop future unilateral action; ordered to stop bypassing Association. Ordered parties to bargain all Section 4 items in good faith.	88/47
Northwestern Sch. Corp. U-88-13-3470/Howard	1. By requesting financial information, did the School interfere in administration of Association? 2. By providing said financial information to the Prosecutor, did the School interfere in administration of Association? 3. Did School interfere with teacher=s right to assist Association by investigating connection to unpaid Coke bill? 4. Did School=s investigation interfere with teacher=s performance in administration of the Association?	HE Report	HE determined no unfair practices were committed; case dismissed.	88/56
Pike Twp., MSD U-88-12-5350/Marion	Change in teacher workday; adoption of calendar.	Bd Order (Consent Order)	Bd determined School committed unfair practices; stop changing number of teacher work days; rescind calendar.	88/44
Wabash City U-88-18-8060/Wabash	ABut for= complainant=s activities in furtherance of the association, would complainant have been dismissed?	HE Report Bd Order	HE determined no unfair committed. Case dismissed. Bd remands case to IEERB staff for advisory	89/114 89/120

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
		HE Report- Remand Bd Order	report. HE determined no unfair committed; Case dismissed. Bd adopts the HE Report; orders complaint and amended complaint dismissed.	89/121 89/135
Eastbrook Comm. U-89-09-2815/Grant	Complaint: Is length of individual extra-duty contract a bargainable item? Cross-Complaint: Causing or attempting to cause School to discriminate against school employee; interference, restraint, and coercion of basketball coach and/or his wife in the exercise of their rights.	HE Report Bd Order	HE determined no unfairs were committed. Complaint and cross-complaint dismissed. Bd adopts and makes additional findings of fact; Bd adopts discussion with modification; Bd adopts Conclusions of Law 1 and 3; amenda 2; Bd rejects Recommended Order and adopts following Order: School ordered to stop refusing to discuss extension of contract. Cross-Complaint is dismissed.	89/51 90/89
East Chicago, Sch. City of U-89-29-4670/Lake	Retaliation by School against 3 teachers for filing grievance over condition of pool.	HE Report	HE determined School did discriminate against 2 of the 3 teachers; Ordered School to stop discriminating; ordered offer of reassignment of two teachers; pay to one teacher.	90/91
Fort Wayne Comm. U-89-17-0235/Allen	1. Proposed changes to Memorandum of Understanding; 2. Refusal to provide insurance information which was requested by Association.	HE Report	HE determined no unfair concerning proposed changes; no unfair by not withdrawing proposed changes; unfair by refusing to provide insurance information; providing information late did not moot unfair practice. HE ordered stop refusing to provide information; provide access to information in future.	90/100

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Huntington Co. U-89-18-3625/Huntington	Refusing to bargain extra pay for performing extra duties.	HE Report	HE determined School did commit unfair; ordered to stop refusing to bargain. Order prohibits School from future undertakings to compensate employees without first bargaining the amount.	90/105
Marion Comm. U-89-13-2865/Grant	Refusal to discuss AIDS curriculum.	HE Report Bd Order CO Report Bd Order	HE determined School did not commit unfair; case dismissed. Bd modifies HE Report=s Findings of Fact; Discussion; and Conclusion, indicating School did commit unfair; then Ordering School to stop refusing to discuss mandatory subjects.	89/56 90/109 92/220 92/234
Muncie Comm. U-89-11-1970/Delaware	Duty to discuss creation and/or salary of two monitor positions.	HE Report Bd Order	HE determined monitor positions equal to extracurricular positions. Full time certificated teacher performing extracurricular activity not requiring certification is a school employee; School did refuse to discuss creation; did refuse to bargain the salary. HE ordered to rescinding resolution which created positions; stop refusing to discuss creation and salary of new position. Bd affirms and adopts HE Report with slight modification.	90/111 90/124
North Daviess U-89-21-1375/Daviess	1. Refusal to discuss creation of assistant tennis coach. 2. Refusal to bargain salary of said position.	HE Report	HE determined School had a duty to discuss; did refuse to discuss the creation. No duty to discuss salary, no unfair committed. HE ordered School	90/126

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			to stop refusing to discuss creation of position.	
North Newton U-89-23-5945/Newton U-89-24-5945/Newton U-89-25-5945/Newton U-89-26-5945/Newton U-89-27-5945/Newton	Interlocutory Relief: Should an order, directing School to stop encouraging or participating in acts in violating of Bargaining Act, be granted pending final decision on merits in these 5 cases?	Ch Report Bd Order	Chmn denied request for interlocutory order. Bd amends Ch Report and ordered: Association shall stop illegal activity, to-wit, a strike and School will stop bad faith bargaining. Parties ordered to bargain in good faith with mediator=s assistance.	89/60 89/68
North Newton U-89-28-5945/Newton	Interlocutory Relief: Should IEERB exercise jurisdiction when School seeks inter order directing striking teachers to stop participating in or aiding the strike?	Ch Report Bd Order	IEERB denies request; directs School to seek relief in a court; IEERB provides conciliation services. Bd amends Ch Report and ordered: Association shall stop illegal activity, to-wit, a strike and School will stop bad faith bargaining. Parties ordered to bargain in good faith with mediator=s assistance.	89/64 89/68
Perry Twp., MSD U-89-19-5340/Marion	Interlocutory Relief: Should relief, restraining School from having 5 citizens on bargaining team, be granted? Case Issues: 1. By insisting Citizens attend bargaining sessions, did School impose open bargaining, thus, refusing to bargain? 2. Does Act preclude School from selecting Citizens to serve on bargaining team?	Inter Rel HE Report	IEERB does not grant interlocutory relief. HE determined School did not impose open bargaining, no unfair committed. School was not precluded from Act to have citizens on bargaining team. Complaint dismissed.	89/70 90/136

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Porter Twp. U-89-16-6520/Porter	Motion to Dismiss since fact of issue is now moot as School will not fill position.	HE Report	HE determined Complainants have stated no claim upon which IEERB can grant relief; case dismissed.	89/83
Porter Twp. U-89-32-6520/Porter	1. Refusal to discuss/posting of positions	HE Report	1. Complaint dismissed with prejudice in its entirety	90/151
Porter Twp. U-89-33-6520/Porter	1. Appointment of teachers to committee by principal instead of association 2. Refusal to discuss lesson plans	HE Report Bd Order	1. Complaint dismissed with prejudice in its entirety 2. Bd. Affirms & adopts Hearing Examiners Report	90/158 90/167
Richmond U-89-20-8385/Wayne	1. Terms and conditions of employment for 2 head coaches. 2. Fair share fees.	HE Report	HE determined School did refuse to bargain; stop refusing to bargain. School ordered to pay Association fair share fees equal to single membership for specified years.	90/168
Southwest Allen U-89-30-0125/Allen	1. Scheduling of additional jobs 2. Refusal to discuss job duty changes	HE Report Bd Order	1. Corporation ordered to rescind memorandum 2. Corporation ordered to cease & desist in refusing to discuss added duties 3. Complaint pertaining to Section 7 (a) (2) Dismissed Bd. Order affirms & adopts the Hearing Examiners Report	90/169 91/253
Chas. A. Beard Mem. U-90-27-3455/Henry	1. Failure to project health insurance rates	HE Report Bd Order	1. Associations second amended complaint dismissed in its entirety 2. he Corporations amended countercomplaint	91/183 92/241

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			dismissed in its entirety	
DeKalb Central U-90-17-1835/DeKalb	1. Refused to contribute during status quo period for increased premiums.	HE Report	1. Respondent ordered to pay each school employee who participated in health insurance plan	91/208
Michigan City Area Schs. U-90-07-4925/LaPorte	1. Interference/school employee rights 2. Interference/grant committee	HE Report	1. Respondent ordered to cease & desist with interfering with school rights 2. Respondent ordered to cease & desist with interfering with committee 3. Respondent ordered to cease & desist attempting to coerce & interfering by use of memo/ref. teacher alleged misconduct 4. Respondent ordered to destroy existing copies of memo to Peters	90/47
Monroe Central U-90-22-6820/Randolph	1. Resolution of a grievance/does it bar filing another Unfair Practice on grounds of mootness or merger 2. Interference restraint or coercion by Principal toward Association 3. Superintendents conduct constitute interference, coercion to Association	HE Report	1. Respondent ordered to cease & desist in interfering with school employees under section 6 (a) 2. Respondent ordered to destroy Superintendents memo to President Henderson	91/222
North Adams U-90-02-0025/Adams CONSOLIDATED with U-90-01-0025 for hearings	Request of insurance information needed by Association. Change to Insurance Trust is disadvantageous to teachers.	Inter Rel HE Report	Bd determined Insurance Trust already adopted document providing self-insurance. School does not have possession of information requested. Bd denied interlocutory relief. HE determined School did not have access to	90/57 90/59

HE Report = Hearing Examiner=s Report; CO = Compliance Officer; Chmn Order = Chairman Order; Bd Order = Board Order

SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
		Bd Order Bd Order	insurance information requested. Complaint dismissed. Bd affirms and adopts HE Report. Bd corrects typographical errors of HE Report.	90/67 90/68
Northern Wells U-90-01-8435/Wells CONSOLIDATED with U-90-02-0025 for hearings	Request of insurance information needed by Association. Change to Insurance Trust is disadvantageous to teachers.	Bd Order	Bd determined Insurance Trust already adopted document providing self-insurance. School does not have possession of information requested. Bd denied interlocutory relief.	90/57
		HE Report	HE determined School did not have access to insurance information requested. Complaint dismissed.	90/59
		Bd Order Bd Order	Bd affirms and adopts HE Report. Bd corrects typographical errors of HE Report.	90/67 90/68
South Dearborn U-90-20-1600/Dearborn	1. Teachers not required to stay past 10 minutes of the close of the school day except for certain instances	Order Order	1. Respondent ordered to cease & desist from refusing to discuss SACTA receipt of leave balance information 2. Respondent ordered to inform the teachers on personal & sick leave day balances 1. Bd. Order grants joint motion to dismiss	91/237 91/240
Southwest Allen U-90-18-0125/Allen		HE Report Bd Order		91/247 91/252
Tippecanoe U-90-05-7865/Tippecanoe	1. Adopting study hall provisions/ violate act 2. Changing school counselors duties/refusal to discuss 3. Did School Corporation have a duty to	HE Report	1. Refusing to discuss tutoring assignments dismissed 2. Student hall complaint dismissed 3. Respondent ordered to rescind scheduling	90/69

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	discuss study hall enrollment with Association		Provision 4. Respondent ordered to cease & desist in refusing to discuss reinstatement of student 5. Respondent ordered to cease & desist from refusing to discuss where there has been a request to discuss	
Cass Twp. U-91-25-4770/LaPorte	1. Discriminating against employee participation in WCTA 2. Reduction of employee contract 3. Failure to retain employee Athletic Director	HE Report Bd Order	1. Respondent ordered to cease & desist from discriminating against school employee for WCTA participation 2. Respondent is recommended to offer complainant same 1991-92 teaching contract/ had there been no decision to reduce his contract 3. Respondent is recommended to offer employee Athletic Director position 1. Bd. Order affirms & adopts the Hearing Examiners Report	92/139 92/145
Franklin Co. U-91-19-2475/Franklin	1. Revised duty schedule/refusal to discuss	HE Report	1. Allegation in Complaint asserting violation of Section 7 (a) (1) dismissed 2. Respondent ordered to cease & desist in refusing to discuss teacher changes 3. Respondent & Association will implement written procedure for discussion	91/63
Highland, Sch. Town of U-91-12-4720/Lake	1. Corporation appointed all school employees to Elementary Computer Curriculum	HE Report Bd Order	1. Respondent to cease & desist from refusing to discuss Computer Curriculum 2. Respondent permit complaint right to exercise	91/70 92/146

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	without discussion		& select school employees that serve on School Board Committee 1. Bd. Order adopts & affirms No 1 of Recommended Order & rejects No 2 of Recommended Order	
Highland, Sch. Town of U-91-24-4720/Lake	Conditioning granting of leaves on status of contract negotiations.	HE Report Bd Order	HE determined School did interfere, did commit unfair. Parties request Board to vacate HE Report and dismiss case. Board does expunge HE Report - case dismissed.	92/147 92/152
Highland, Sch. Town of U-91-29-4720/Lake	Superintendent made statement regarding bargaining status. Free speech?	HE Report	HE determined no unfair, case dismissed.	92/153
Highland, Sch. Town of U-91-30-4720/Lake	1. Ref. to bargain grandfathered item 2. Bypass in selection of representative to bargain item of curriculum development 3. Ref. to discussing curriculum development by not allowing teachers to select members 4. Interference by soliciting teachers 5. Interference with restraint, coercion, soliciting teachers individually to serve on committee	HE Report Bd Order	1. Complaint dismissed in its entirety. 1. Bd. Order Complaint dismissed in it entirety	92/158 93/171
Lafayette U-91-23-7855/Tippecanoe	1. Failure to discuss changes in selection & assignment	HE Report	1. Respondent ordered to cease & desist in refusing to discuss selection & assignment for intramural coaches 2. Respondent ordered to review present	92/163

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			discussion procedure	
Madison Area Ed. SSU U-91-26-4005/Jefferson	1. Discriminating against employee for Association activities 2. Discriminatrily transferring school employee 3. Refusing to discuss new bargaining units 4. Refusal to discuss two supplemental bargaining positions 5. Refusal to bargain salry on new positions	HE Report Bd Order	1. Respondent ordered to cease & desist in discriminating against employees for Association activities 2. Respondent ordered to assign employee to MoMH position 3. Respondent ordered to cease & desist from refusing to bargain unit positions= 4. Respondent ordered to cease & desist in refusal to bargain salary for new positions	92/173 92/180
Marion Comm. Schs. U-91-16-2865/Grant	1. Refuse to discuss selection of social studies textbooks	HE Report Bd Order	1. Complaint dismissed with prejudice in its entirety Bd. Order 1. Respondent to cease & desist from denying opportunity to appoint teachers	92/182 92/190
Marion Comm. U-91-17-2865/Grant	1. School Board member bypassing Association in responding to teacher & reduction of a program	HE Report	1. Complaint dismissed in its entirety	91/87
Marion Comm. Schs. U-91-18-2865/Grant	1. Refusal to discuss individual RIF=s 2. RIF procedure discussed in spring of 1991	HE Report	1. Complaint dismissed in its entirety	92/198
Munster, Sch. Town of U-91-09-4740/Lake	1. Failure & refusal to discuss/ school employee members who will serve on Studies Textbook Committee	HE Report	1. Respondent to cease & desist from failure to discuss curriculum development 2. Respondent permit the complainant to exercise its right to appoint employees to the Textbook	91/93

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			Committee	
Nettle Creek U-91-20-8305/Wayne	1. Did Respondent negotiate with individual teacher on mandatory item of bargaining	HE Report	1. Amended complaint dismissed in its entirety	92/206
Shenandoah U-91-08-3435/Henry	1. Should interlocutory relief be granted for relief before final decision/to rescind time schedules for students & teachers day 2. Refusal to discuss change of teacher day 3. Bypass of Association on distribution of Bell Schedule to teachers	HE Report HE Report	1. Complainant s prayer for interlocutory order is Dismissed 1. Complaint dismissed with prejudice in its entirety	91/111 91/116
Southwestern Jefferson U-91-10-4000/Jefferson	1. Corporation bypass Association when discussing collective bargaining with spouse of unit member. 2. Corporation bypass Association when Anderson answered questions at School Board Meeting 3. Corporation bypass Association when publishing Open Letter in the newspaper	HE Report	1. Respondent ordered to cease & desist from bypassing Association concerning bargaining 2. Complaints Count II of Allegation on Open Letter is dismissed	91/142
Southwestern Jefferson U-91-51-4000/Jefferson	1. Violate act by using atypically structured Bargaining proposals 2. Violation of act by using preconditioned bargaining 3. Violation of act by regressive bargaining conduct	HE Report	1. Dismissed Association complaint associated with preconditional bargaining 2. Dismissed Association complaint pertaining to School Corporations bargaining conduct 3. Respondent is ordered to cease & desist from Using one sided bargaining	92/209

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Wayne Twp., MSD U-91-05-5375/Marion	1. Requiring teachers to attend finance meeting after school hours 2. Interference with Association rights 3. Bypassing Association on mandatory subject of bargaining	HE Report	1. Association Complaint dismissed with prejudice in its entirety	91/151
East Allen U-92-04-0255/Allen	1. Failure to name a party 2. Whether complaint states claim which relief can be granted	HE Report	1. Complaint is dismissed on grounds of failure to state a claim	92/59
East Chicago, Sch. City of U-92-37-4670/Lake	1. Suspension of Candelaria/interference with exercise rights	HE Report	1. Federation complaint pertaining to Section 7(a) (b) is dismissed 2. Corporation is ordered to cease & desist with Interference to exercise rights 3. Corporation will assure that Candelaria's file reflects final disposition of this matter	93/81
Eastbrook U-92-05-2815/Grant	1. Refusal to discuss AIDS curriculum	HE Report Bd Order	H.E. Determination 1. Corporation ordered to rescind AIDS option 2. Corporation ordered to remand Option C to Council 3. Corporation ordered to adopt Option A 4. Corporation ordered to instruct council to hold Two town meetings 5. Corporation ordered to cease & desist in refusing to discuss with Association HIV/AIDS Curriculum Bd Order 1. Adopts Findings & Conclusions of Fact	92/67 93/80

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			2. Adopts H.E.=s discussion with exceptions of pages 24 & 25 3. Adopts H.E.=s Conclusions of Law 4. Adopts H.E.=s Recommended Orders 1,2 & 5 5. Does not adopt H.E.=s Recommended Order 3 & 4	
Hammond, School City of U-92-06-4710/Lake	Sabbatical Leave; adoption of Committee=s recommendation unfair; breach of duty of fair representation.	HE Report	HE determined no no unilateral change of contract in denying leave; no unfair when superintendent refused to place request on School Board agenda; union=s withdrawal of grievance from arbitration was not unfair.	94/111
Highland, Sch. Town of U-92-17-4720/Lake	1. Refusing to bargain/expanding existing quest curriculum 2. Refusing to discuss quest curriculum	HE Report Bd Order	1. Corporation did not violate act 1. Bd. Order complaint dismissed in its entirety	93/93 93/106
Highland, Sch. Town of U-92-24-4720/Lake	1. Refusing to bargain study skills program 2. Refusing to discuss study skills program	HE Report Bd Order	1. Order Granting Motion to Dismiss 1. Bd. Order Dismissed Complaint in its entirety	93/107 93/119
Jennings Co. U-92-44-4015/Jennings	1. Retaliation & discrimination against Snyder In reassigning her	HE Report HE Report	1. Complaint Dismissed in its entirety 1. Bd. Granted Complainants Exception #1 2. Bd. Denies Complainants Exception #2 3. Bd. Grants Complainants Exception #3 4. Bd. Adopts Hearing Examiners Findings of Fact 5. Bd. Adopts Hearing Examiners Conclusion of Law & Recommended Order	95/231 96/164
New Prairie	1. Violating act by implementing in 1992 a	HE Report	1. Association complaint on refusing to comply	93/120

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-92-45-4805/LaPorte	policy on pre-evaluation conference which had been discussed in 1983		with parties memo of intent dismissed 2. Respondent ordered to rescind policy on pre-evaluation conferences 3. Respondent ordered to cease & desist from refusing to discuss pre-evaluation conferences	
Pike Twp., MSD U-92-01-5350/Marion	1. Are allegations subject to contractual grievance arbitration/does IEERB have jurisdiction	HE Report	1. Respondent ordered to cease & desist in interfering with teachers in wearing black clothing 2. Respondent ordered to rescind & destroy copies of Superintendents letter to PCTA president 3. Respondent ordered to post this order in each building for 30 days during school year	92/94
Pike Twp., MSD U-92-02-5350/Marion	1. Changing salary paid to certified teachers	HE Report	1. Ordered to cease & desist from violating section 7 (a) (1) (2) (5) & (6) changing salary of certified teachers 2. Ordered to bargain in good faith	92/115
Pike Twp., MSD U-92-03-5350/Marion	1. Refused to discuss student discipline & working conditions	HE Report	1. Repsondent ordered to cease & desist in refusing to discuss. 2. Respondent ordered to rescind Boards 9/23/91 ARP 8120	92/116
Rockville Comm. U-92-26-6300/Parke	1. Retaliation for Union Activities. 2. Decision on teachers contract	HE Report	1. Complainant is dismissed in its entirety.	93/129

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Tippecanoe Sch. Corp. U-92-47-7865/Tippecanoe	1. Refused to discuss/observing teachers With contract change for subsequent year.	HE Report	1. Corporation is ordered to suspend visitations for purpose of observing. 2. Corporation ordered to cease & desist from refusing to discuss aspects of teacher evaluations.	93/142
Warren Twp., MSD U-92-51-5360	1. Long term disability benefits 2. Change of insurance carrier.	HE Report	1. Respondent ordered to cease & desist from refusing to bargain insurance benefits. 2. Respondent ordered to rescind its activities about disability coverage. 3. Respondent ordered to obtain same ISTA Insurance income-protection/long term disability coverage. 4. Respondent ordered to accomplish Order 3 by 1/1/95. 5. Respondent is unable to accomplish Order 3 or 4 may petition IEERB for hearing. 6. Respondent ordered to reimburse teachers for pay difference for insurance benefits.	95/242
		Bd Order	1. Board adopts Hearing Examiners findings 1 through 9, does not adopt Hearing Examiners findings 10 & 11. 2. Board adopts 1st, 3rd & 4th paragraphs of Hearing Examiners report. 3. Board adopts Hearing Examiners conclusions of Law 1 & 2, does not adopt 3. 4. Board adopts Hearing Examiners recommendations 1, 2, 3, 5 & 6. Board Mofifies	95/246

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			Recommended order No. 4	
West Washington U-92-41-8220/Washington	<ol style="list-style-type: none"> 1. Violation fo duty to bargain/granting severance pay & early retirement. 2. Violation of act when contracting with basketball coach. 3. Refusing to gargain ref. teachers handbook 4. Refusing to discuss ref. smoking policy, sexual harassmt & change in periods. 	HE Report	<ol style="list-style-type: none"> 1. Corporation ordered to cease & desist in dealing with employees instead of association on bargainable subjects. 2. Corporation ordered to cease & desist in extending contracts. 3. Corporation ordered to cease & desist in adopting & implementing or distributing handbooks. 4. Corporaiton ordered to cease & desist in adopting implementing school board policies or working conditions. 	93/155
Westfield-Washington U-92-12-3030/Hamilton	<ol style="list-style-type: none"> 1. Discrimination & interference/failure to Comply with request not to post collective bargaining information. 2. Discrimination & interference/drafting & publishing teacher salaries & benefits & comparing them to administrators. 3. Discriminating & interference/failure to supervise students. 4. Discrimination & interference/discussing teacher salaries with student. 5. Discrimination & interference/job expectations. 	HE Report	<ol style="list-style-type: none"> 1.Counts I & V dismissed with prejudice in its entirety. 2. Respondent ordered to cease & desist from discriminating against employee for WCTA activities. 3. Respondent ordered to cease & desist from interfering 4. Respondent ordered to rescind suspension 5. Respondent ordered to rescind letter of reprimand. 	92/122

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
Anderson Comm. Schs. U-93-16-5375/Madison	1. Rejection of football coach on illegitimate & discriminating reasons.	HE Report	1. Respondent ordered to offer employee head football coach position when it becomes available. 2. Until vacancy becomes available respondent Ordered to pay employee including retroactive Pay.	94/52
East Allen Comm. U-93-25-0255/Allen	1. Advertised its 1994 general fund budget	HE Report	1. Dismissed in its entirety.	94/72
Evansville-Vanderburgh U-93-02-7995/Vanderburgh	1. Created Assistant to Principal position & excluded from bargaining unit.	HE Report	1. Complaint Dismissed in its entirety.	93/69
Franklin Twp., MSD U-93-07-5310/Marion	H.E. Report 1. Retaliate or discriminate/gender equity issue & not selecting her as head of girls basketball. 2. Retaliate or discriminate re: gender equity issue/changing students assigned to her. H.E. Report on Remand 1. Retaliate or discriminate/participation in Association activities.= 2. Retaliate or discriminate/pursuing gender equity.	HE Report	H.E. Determined 1. School did not discriminate; Complaint dismissed in its entirety	94/75
		Bd Order	Bd Order 1. Grants Complainants Exceptions; Remands case to HE to analyze and determine case consistent with this Board decision.	95/184
		HE Report on Remand	H.E. on Remand determined 1. School did not discriminate; Complaint & Amended Complaint dismissed in its entirety.	95/194
		Bd Order	Bd Order 1. Grants Complainants Exception #1 2. Denies Complainants Exceptions #2 & 3 3. Adopts Findings of Fact numbered 25 (A) through 25 (H) 4. Adopts portions of Discussion 25 (H)	96/162

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			5. Declines to adopt reminder of discussion section. 6. Adopts the Conclusions of Law & Recommended Order.	
Hobart U-93-19-4730/Lake	1. Refuse to bargain impact of Least Restrictive Environment	HE Report	1. Assoc. Amended Complaint dismissed with prejudice in its entirety.	95/201
Madison Area Ed. SSU U-93-01-4005/Lake	Failing or refusing to discuss in good faith.	HE Dism	Parties have Settlement Agreement - case dismissed.	95/226
		Ch Report	Chairman remands to HE for correction of errors in Settlement Agreement.	95/229
		HE Order	HE corrected errors, adopts Settlement Agreement of the parties.	95/230
Marion Comm. U-93-39-2865/Grant	1. Refused to discuss working conditions 2. Deviated from established policy ref. timelines for evaluations.	HE Report	1. Respondents Motion to Dismiss granted in its entirety.	94/89
		HE Report	2. Assoc. complaint dismissed with prejudice in its entirety.	97/101
Pioneer Regional U-93-13-0775/Cass	1. Refuse to discuss reduction in force	HE Report	1. Association complaint dismissed in its entirety.	94/91
Porter Twp. U-93-20-6520/Porter	1. Refusal to discuss summer school issues	HE Report	1. Association complaint dismissed in its entirety.	94/104
South Bend Comm. Schs. U-93-42-7205/St. Joseph	1. Commit unfair, counselors taking compensatory leave with pay during regular	Consent Order	1. Consent Order submitted by both parties per their agreement. 2. Defendent did commit unfair.	94/108

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
	school year.			
Vigo Co. U-93-33-8030/Vigo	1. Mandatory bargaining subject assigning six period teaching days had previously been five periods.	Bd Report	1. Complainant failed to establish respondent changed status quo. 2. Dismissed in its entirety.	93/72
West Washington U-93-46-8220/Washington	1. Should new counselor/supervisor position be excluded because of Asupervisory≡. 2. Should new counselor/supervisor position be excluded because of Aconfidential≡. 3. Should new counselor/supervisor position Be excluded because of Assistant Principal Or Special Education Director.	HE Report	1. Association=s complaint dismissed with prejudice in its entirety.	94/26
Frankfort U-94-07-1170/Clinton	1. Refuse to discuss 2. Did reassignment cause change in working conditions. 3. Chane in teaching methods	HE Report	1. Complainants complaint dismissed in its entirety.	95/128
Gary U-94-09-4690/Lake	1. Retaliation and discrimination	HE Report	1. Corporation ordered to cease & desist in interfering or retaliation. 2. Corporation ordered to assure employees file reflect final disposition of this matter. 3. Corporation shall post recommended order for 30 days while school is in session in prominent place.	95/149
Hanover	1. Act in bad faith ref. permitting employee	HE Report	1. Association complaint dismissed with prejudice	95/165

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-94-24-4580/Lake	wannting to rescind letter of retirement/ Resignation.		In its entirety.	
Lafayette Comm. Schs. U-94-07-7855/Tippecanoe	1. Removal of Notice on classroom doors 2. Refusal to disucss 3. Interference	HE Report	1. The complaint Dismissed in its entirety.	94/43
Lake Station U-94-22-4680/Lake	1. Refusing to discuss 2. Engage in good faith discussion	HE Report	1. School Corporation ordered to cease & desist In refusing to discuss. 2. School Corporation ordered to engage in good faith discussion.	95/173
Marion U-94-25-2865/Grant	1. Does complaint state a claim on which Relief can be granted? 1. Alleged Association & Corporation in cahoots when they settled grievance	HE Order HE Report Bd Order	1. Dismissed with respect to open door violation 1. Dismissed with prejudice 1. Bd.Order affirms Hearing Examiners Report	95/174 96/152 96/160
Blackford County U-95-12-0515/Blackford	1. Absence request without discussion 2. Returning to standard evaluation system for tenure teachers.	HE Report Bd Order	1. School Corporation ordered to rescind the absence request form & discuss with Association. 2. School Corporation ordered to cease & disist From refusing to discuss absence form with Federation 3. Federation complaint of refusal to discuss evaluation Dismissed. Bd. 1. Affirms Hearing Examiners Report 2. Dissolves Hearing Examiners recommendation,conclusion of law # 4 & recommendation order #3.	96/57 97/97

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			3. School Corporation did commit Unfair Practice. 4. Orders School Corporation to discuss evaluation with teachers.	
Duneland U-95-23-6470/Porter	1. School comments to teachers about reduction in force. 2. Refusal to discuss involuntary transfers.	Agreed Order	1. School will clarify comments made to teachers. 2. School will discuss involuntary transfers and/or reassignments in a timely manner.	95/84
Fort Wayne U-95-26-0235/Allen	1. Grievance/ abitation for personal reasons. 2. Breach duty of fair representation.	HE Report	1. Dismissed in its entirety with prejudice.	96/70
Indianapolis U-95-19-5385/Marion	1. Refusing to bargain in good faith on items that ar mandatroy bargainable subjects.	Bd Order Bd Order HE Report Bd Order	1.Bd. Interlocutory Relief ordered until final determination of case. 2. Bd. Denies emergency civil enforcement 3. HE Report - complaint dismissed. 4. Bd. Afirms Hearing Examiners Report	95/86 95/87 95/88 96/87
Indianapolis U-95-32-5385/Marion	1. Was bargaining agreement status quo. Ref. dues, fees payroll deductions. 2. Interference 3. Interference 4. Not complying with statutory requirements	HE Report Bd Order	1. School Corporation ordered to cease & desist From refunding money. 2. Remainder of Amended Complaint dismissed. Bd. 1. Affirms Order no 1 2. School Corporation ordered to cease & desist From interfering.	96/88 97/98
Kankakee Valley U-95-31-3785/Jasper	1. Insurance benefits	HE Decree	1. Order Dismissing Complaint 2. Parties revised Settlement Agreement	96/126

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			3. School Corporation ordered to bargain with Association on any Insurance changes.	
Lake Ridge U-95-03-4650/Lake	1. Changes in extra-curricular job description without bargaining	HE Report Bd Order	1. School Corporation ordered to Cease & Desist from refusing to bargain, salary, wages & hours. 2. School Corporation ordered to rescind School Board resolution creating revised Patrol Supervisor position. Bd. Dismissed in its entirety with prejudice.	96/127 96/139
New Albany-Floyd Co. U-95-07-2400/Floyd	1. Failure to discuss workforce partnership plan	Order	1. Respondent ordered to rescind workforce partnership plan 2. Ordered to cease & desist from refusing to discuss plan	96/140
South Bend U-95-11-7205/St. Joseph	1. Payroll deductions 2. Monies collected 3. Proper distribution of funds	Inter Order	1. School will continue dues deductions. 2. Money will be placed in an escrow account which will require both parties to withdrawal funds. 3. Parties must agree on distribution of funds.	95/112
West Washington U-95-09-8220/Washington	1. Not discussing newly created position. 2. Not bargaining the salary. 3. Discrimination . 4. Direct Communication bypass Association	HE Report Bd Order	1. Bargaining Claim Count 1 Dismissed. 2. Counts 2 & 3 Dismissed. 3. School Corporation ordered to Cease & Desist From refusing to discuss. Bd. Order 1. Denies exceptions to HE Report & Affirms. 2. Orders School Corporation to cease & desist from failing to discuss.	95/114 96/142

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			3. Orders School Corporation to discuss promotion, transfer & assignment. 4. Failure to bargain & bypass are dismissed. 5. School Corporation ordered to post copy of decision in faculty lounge & other places where employees visit for 30 days.	
Lafayette U-96-15-7855/Tippecanoe	1. Releasing fact-finding results to media.	HE Report	1. School Corporation ordered to cease & desist From providing details to media. 2. Remainder of complaint dismissed.	97/63
Lafayette U-96-16-7855/Tippecanoe	1. Non-teaching summer position without bargaining salary.	HE Report	1. Association complaint dismissed with prejudice in its entirety.	97/70
Muncie U-96-05,11,12,13-1970/Delaware	? Agreement of both parties resolved disputes.	HE Order	Dismissed in their entirety.	96/53
Muncie U-96-04-1970/Delaware	1. Refusal to discuss transferring of staff. 2. Refused to discuss voluntarily staff teaching for additional pay.	HE Report	1. The Association Complaint Dismissed in its entirety.	97/78
Porter Twp. U-96-19-6520/Porter	1. Refusal to compute hourly rate of pay. 2. Refusing to bargain.	HE Report	1. Respondent ordered to rescind its calculation. 2. Respondent ordered to bargain with Association 3. Respondent ordered to compensate employee. 4. Respondent ordered to cease & desist from refusing to bargain.	97/88
Rensselaer	1. Not allowing appointment of Bargaining Unit Members	HE Order	1. Respondent to Cease and Desist from failing to allow RCCTA to appoint School Employee	96/54

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-96-03-3815/Jasper	Unit Members		members to committees.	
South Bend U-97-01-7205/St. Joseph	1. Filing of baseless grievances protected under activity.	HE Report Bd Order	Order Denying Complainant=s Motion for Summary Judgment & Granting Respondent=s Motion for Summary Judgment. Bd. Affirms Hearing Examiners Report	97/27 98/171
South Bend U-97-02-7205/St. Joseph	1. Interference 2. Discrimination/harassment	HE Report Bd Order	1. Respondent To Cease & Desist from interfering restraining or coercing. 2. Cease & Desist from Discriminating. Bd. Affirms	97/32 98/172
Eastern Greene U-98-11-2940/Greene	1. Unfair Practice by breaching fair representation	HE Report	1. Association did not breach representation 2. Order Granting Respondent=s Motion for Summary Judgment.	98/26
Kokomo U-98-03-3500/Howard	1. Communication to UniServ violate act. 2. Communication to UniServ & Assoc. violate act. 3. Interference	HE Report	1. Association Complaint dismissed in its entirety.	98/53
Anderson U-97-29-5275/Madison	1. Refuse to bargain in good faith. 2. Duty to Discuss	HE Report Bd Order	1. Federation=s complaint dismissed in its entirety. 2. School Corporation ordered to Cease & Desist until it bargains with Federation. Bd. Directed School Corporation to rectify breach.	98/98 98/114
Crawfordsville	1. Terminate teaching contract	HE Report	1. School Corporation to Cease & Desist from	98/116

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
U-97-35-5855/Montgomery	2. Drug Policy 3. Interference, restraining or coercing	Bd Order	refusing to discuss. 2. School Corporation ordered to rescind the Drug Policy & return to discussion table. 3. School Corporation ordered to formulate administrative guideline. 4. School Corporation ordered to post copy of newly-discussed Drug Policy in each school in conspicuous location. 5. School Corporation ordered to place copy of the Corporations bylaw in school library. 6. Remainder of Complaint dismissed. Bd. Affirms.	98/131
Muncie U-97-05-1970/Delaware	1. Refuing to discuss with Association	HE Report	Complaint dismissed with prejudice in its entirety.	98/132
Muncie U-97-100-1970/Delaware	1. Teacher working conditions/benefits days. 2. Resue to bargain with Association	HE Report	1. Complaint dismissed in its entirety. 2. School Corporation ordered to Cease & Desist in refusing to bargain 3. School Corporation will discuss its intention regarding benefit days.	98/147
Wayne Township U-97-08-5375/Allen	1. Refuse to bargain 2. Refuse to discuss 3. Commit breach	HE Report	1. Complaint dismissed in its entirety with prejudice.	98/173
Tippecanoe U-96-14-7865/Tippecanoe	1.Discriminatory fringe benefits	HE Report	1. School Corporation did not commit Unfair Practice.	98/187

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
			2. Complaint Dismissed.	
Marion U-99-01,02-2865/Grant	1. Change of early retirement	Order	1. Order Dismissing School Corporation from Unfair Practice.	99/30

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SCHOOL CORP/ CASE #/COUNTY	ISSUE(S)	ACTION	DECISION(S)	ANN REP/ PAGE #
South Newton U-99-14-5995/Newton	1. Make up of Snow Days	Bd Order	1. Unfair Practice Dismissed in entirety.	99/34
Covington U-98-09-2440/Fountain	1. Failure to Discuss 2. Changes without Discussion	HE Report	1. School Corporation ordered to Cease & Desist violating discussion obligation. 2. School Corporation to return to previous practice.	99/57
Edinburgh U-98-06-4215/Johnson	1. Discriminatory Recommendation 2. Failure to Discuss	HE Report	1. Unfair Practice Dismissed in its entirety.	99/89
Mt. Pleasant U-98-25-1910/Delaware	1. Fair Representation	HE Report	1. Educators did not commit Unfair Practice. 2. Educators did not breach fair representation. 3. Dismissed with Prejudice.	99/112
Richland-Bean Blossom U-98-13-5705/Monroe	1. Defense of laches 2. Breach of fair representation	HE Order	1. Association not barred by laches. 2. Association did not commit Unfair Practice. 3. Order Granting Respondent=s Motion for Summary Judgment.	99/118
Edinburgh U-97-21,22-4215/Johnson	1. Interference 2. Obligation to Discuss 3. Obligation to Discuss 4. Refuse to Bargain 5. Refuse to Bargain	HE Report	1. Committed Unfair Practice. 2. School Corporation did not Refuse to Discuss. 3. School Corporation did not Commit Unfair Practice. 4. School Corporation did not Refuse to Discuss. 5. School Corporation did not Refuse to Bargain. 6. School Corporation Ordered to Cease & Desist Interfering.	99/139

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Mt. Pleasant U-98-02-1910/Delaware	<ol style="list-style-type: none"> 1. Failure to bargain in good faith at table 2. Illegal unilateral change in teachers' health plan. 	HE Report Bd Order	<ol style="list-style-type: none"> 1. No violation of good faith bargaining. 2. School did not commit unfair. DISMISSED IN ITS ENTIRETY Bd Affirms HE Report	2000/ 34 2000/ 85
Goshen Comm Schools U-00-03-2315/Elkhart	Unilateral change in how reinsurance reimbursements were used.	HE Report	By unilaterally changing past practice, SC committed unfair by refusing to bargain.	2001/ 22
North Montgomery CSC U-99-08-5835/Montgomery	<ol style="list-style-type: none"> 1. SC refused employee union representation 2. SC deny due process by evaluating her through parent complaints. 3. SC enforced improvement plan on employee. 4. Principal and Asst principal spoke with employee re this unfair. 	HE Report	<ol style="list-style-type: none"> 1. SC did not refuse union representation. 2. SC did not deny due process. 3. SC did not commit unfair on improvement plan since pertained to individual grievance and not actionable under Act. 4. SC did not violate by speaking of unfair. 	2001/ 53

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